



ANNUAL REPORT 2014/15

Bristol Women's **Voice**



Our Mission

Bristol Women's Voice is a powerful voice for women aiming to make women's equality in Bristol a reality. We make sure that when key decisions are taken in Bristol, women's voices have been listened to and their ideas and concerns acted upon.

We bring together women to share ideas, exchange experiences, support campaigns and events and celebrate success so that together we can make Bristol a showcase for women's involvement, empowerment and equality.

Contents

A Message from the Chair	4
Our Management Team	6
Women & Health	7
Women & the Economy	9
Women & Representation	11
Women & Safety	13
Women & Transport	15
Young Women's Voice	16
International Women's Day	18
Consultations & Working Groups	20
Joining Forces	21
A Note from our Treasurer	22
Programme for 2015/16	23
Acknowledgements	24

"I believe in the power of the voice of women"

Malala Yousafzai



A Message from the Chair

Penny Gane, Bristol Women's Voice and Bristol Women's Commission

Another great year for Bristol Women's Voice - we've all worked hard and we are beginning to see the impact of our work in the city. This year we are including the work of the Women's Commission in our annual report as BWV set up the commission and leads it and our work programmes are dovetailing well.

International Women's Day gets better and better. With nearly 1700 women attending this year's event, MShed was really buzzing. We debated, we created, we sang, we listened to inspiring women, we heard poetry and music and we launched campaigns. Just one day but an amazing one.

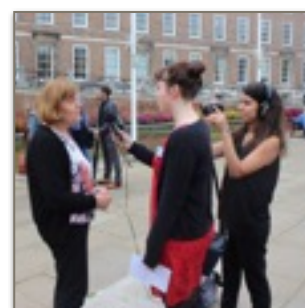
On International Women's Day, the Commission launched Zero Tolerance Bristol with the Mayor and key organisations in the city. This initiative is about everyone taking collective responsibility for tackling gender based violence, harassment, abuse and exploitation.

We will publish on our website signatories to the Zero Tolerance pledge and the actions they have committed to taking. We will be making sure they do as BWV will be overseeing the project.

As soon as International Women's Day was over we were setting up our Women's Question Time events in the four wards of the city to find out what our general election candidates' views were on issues of importance to women. Candidates' responses generated a sea of red and green cards from the audience indicating enthusiasm or disagreement with the candidates' views. Now 100% of our MPs are women in Bristol and we trust they will pursue women's equality at Westminster.

“Another great year for Bristol Women's Voice - We've all worked hard and we are beginning to see the impact of our work in the city.”





The Council is lagging behind with only 36% of councillors being women so the Commission launched the 50-50 campaign in July with the aim of getting equal representation of women and men on Bristol City Council in 2016. Our Lord Mayor, Clare Campion-Smith launched the campaign with a heartfelt message of the need for more women in the Council Chamber and representing their communities. BWV is supporting the campaign along with local media. We know there are many women in Bristol who would be brilliant councillors so contact us if you are one of them.

After the 50-50 speeches we were pounced on by a team of newly trained BWV reporters fresh from the ten week training course they had undertaken with funding from Big Lottery. Suddenly people were being filmed, photographed and recorded by these dynamic young women, generating discussion around the issues and making the whole event exciting and significant. The reporters will be working with us for all of next year so let us know if you are running a women's event.

Next year we look forward to the publication of our Young Women's Manifesto by Young Women's Voice along with all the activity they are generating. And many congratulations to Libby Wilson, BWV volunteer and junior doctor

for her comprehensive study of Young Women's Health for the Commission.

All our thanks and best wishes go to Cezara Nanu, tireless women's rights activist and founding editor of Bristol Woman magazine and Rose Marie McGinn, standing down from the management team this year. All good wishes to Barbara Brown with her PhD in women's equality in public services. We can never thank Sian, our Programme and Campaigns Manager enough for the enormous amount of work she undertakes for BWV. Thanks to our many volunteers for giving us so much of your time and energy. And always to our members and the women of Bristol who make this city great.

Our AGM is looking exciting again this year with Guardian columnist Zoe Williams and Bristol Against Austerity speaking on 'Making our voices heard' setting the tone for another year when we do just that!

Penny Gane
Chair

Management Team

In line with our constitution, we currently have a team of nine active management committee members, plus our Programme and Campaigns Manager.

In September Cezara Nanu, and Rosemarie McGinn will be standing down as management team members and Barbara Brown will act as an advisor rather than a management team member as she completes her PhD in gender equality in public services. We are sorry to see them go but give them our heart felt thanks them for all their hard work over the last few years.

We have been advertising for six new management team members, to allow for an increase in our workload planned for 2015/16. New management members will be introduced at our September AGM.



Penny Gane
Chair



Christina Stokes
Treasurer



Diane Bunyan



Margaret Page



Cezara Nanu



Barbara Brown



Maryanne Kempf



Hannah Khan



Rose-Marie McGinn



Sian Webb
Programme and Campaigns
Manager

Women & Health

We have continued to undertake work around women's health in Bristol. We are part of Bristol Women's Commission Health Task Group and we organise work of our own around women's health needs.

In the Autumn of 2014, BWV organised a meeting exploring the link between some aspects of poor mental health and domestic violence. We issued public statements in relation to local issues, including responding to the tragic death of Charlotte Bevan and the importance of support for peri-natal mental health. Libby Wilson, a BWV volunteer and junior doctor, researched and produced a detailed report mapping young women's health in the city for the Health Task Group of the Women's Commission.

Bristol Women's Commission Health Task Group

Membership: University of West of England, University of Bristol, Public Health, Bristol Women's Voice, University Hospitals Bristol, Care Forum, Womankind

Vision: To improve the health and wellbeing of Bristol women of all ages through research, action and influence. We will change strategy and raise the profile of the importance of women's health and of taking a gendered approach in all aspects of health promotion and planning to secure equal opportunities for women to enjoy good health.

Actions

- Identified priority of Young Women's Health where there is an information gap
- Listening exercise currently underway with UWE researcher running series of focus groups with young women throughout the city. Analysis will be presented to Task Group shortly.
- Fact finding exercise from health professionals working with young women
- 'Young Women's Health in Bristol' Literature Review undertaken by Libby Wilson (BWV and UoB) supervised by Prof. Sarah Payne (UoB)
- 5 roundtable debates with stakeholders on Women's Health at Commission roundtable
- Task Group will present findings and recommendations for change at a conference in the Spring

Young Women's Health

One BWV volunteer, Libby Wilson, has researched and



authored an in-depth report about the health of 16-24 year old women in Bristol, which will be used to feed into our Strategy for 2015/16 and for the Women's Commission.

The health of 16-24 year old Bristolian women is critical: it's when we transition from school into work or 'worklessness'; have children; begin using adult health services; and are legally able to buy tobacco and alcohol.

She has identified five key areas that are important to young women's health: mental health, substance misuse, obesity, sexual health and violence. She recommends that more attention is paid to mental health, as mental health services are particularly vulnerable to government cuts and poor mental wellbeing is sometimes only noticed when a person reaches 'crisis point.' Overall, the report pointed out that whilst Bristol is doing well at supporting young women, there is still a long way to go. Ideally, there should be more funding, but there are also small and cost-effective steps that the Bristol health and social care sector could take that could make a big difference. More details on this are available on our website.



Mental Health & Domestic Violence

In December 2014, we organised a meeting looking at the Mental Health Impact of Domestic Violence, which came about from interest from our women's health forum. We arranged three different short talks – Sarah Blake, one of our volunteers here at BWV who helped us organise the evening started the session by talking about the situation here in Bristol.

***14,273 women and girls aged
16-59 in Bristol are estimated
to have been a victim of
domestic abuse in 2013.***

Dr. Emma Williamson from the Centre for Gender and Violence Research at the University of Bristol discussed her programme of research on violence in diverse domestic environments and her review on the prevalence and experience of domestic violence in people who use mental health services. Her research showed that there is an increased risk of violence amongst men who present with depression, anxiety and panic disorders – her research showed that male perpetrators were 5 times more likely than male non-perpetrators to commit violence if they experience anxiety. This research can be used to help GP's with preventative work, in ensuring that they ask the right questions when presented with anxiety issues. She highlighted that more research was needed to test the relationship between mental health & domestic violence as it is not yet clear how much is risk and how much is consequential.

Our last speaker was Naomi Salisbury from Self Injury Support who discussed the links between domestic violence and abuse, mental health and trauma and how this is still under-recognised and screened for in mental health services. Naomi also stressed the importance of working with GPs – up to 60% of victims of domestic violence utilise mental health

services and they are currently missing an opportunity to help survivors of domestic violence.

Our Position: Perinatal Mental Health

In December 2014, we issued a statement in response to Charlotte Bevan's tragic death. We expressed grave concern at the way the system let her and her baby daughter Zaani down, and we believe that there is a link between her death and the funding cuts that are happening to support services around perinatal mental health. We called for an independent serious case review, a re-assessment of the funding cuts around perinatal health and a shift in attitudes toward women suffering from mental ill health. Research shows that only 3% of clinical commissioning groups had a perinatal mental health strategy in place and that charities that support new mothers mental health have found funding more difficult to maintain and obtain. A re-assessment of funding to peri-natal mental health and a shift in attitude will help prevent further tragedies like the case of Charlotte and Zaani.

Healthwatch Representative

Nicola Bowden Jones is our Healthwatch Representative. Her journey started with training for the role with the Healthwatch team based at the Vassall Centre.

After focusing upon service reviews and providing feedback to a range of health professionals, she attended volunteer support groups to help share knowledge and experience. There has been a number of interesting consultation events on a broad range of health related matters including care services for the elderly. Due to illness within her own family, Nicola focused on a role as the Healthwatch Bristol's volunteer representative for the joint committee on primary care services, as well as supporting other health campaigns across the city. She hopes to meet many people who are also keen to help support and improve the delivery of primary care services across the city.

Women & the Economy

Bristol Women's Voice continues to work to influence decision making bodies regarding the impact of cuts on women in Bristol, and working with bodies including the Local Enterprise Partnership to ensure that women's voices are heard in the development of the Temple Quarter Enterprise Zone.

Bristol Women's Commission Economy Task Group

Membership: BWV, UWE, Women's Budget Group, Fairplay SW, UoB, SPAN, Voscur

Vision: to address the economic and social exclusion of women on low income living in Bristol by promoting measures that include support for the living wage, secure contracts, accessible childcare, flexible working conditions; enlist the skills, creativity and experience of women to help to deliver shared economic prosperity for the city

Actions:

- Fact finding work on Procurement, Commissioning and Economic Development in Bristol
- Priority: to ensure that the Temple Quay Enterprise Zone, which is designed to be a major area for employment in Bristol, is a beacon of good practice in women's equality. This includes the planning and design of the buildings and open spaces; transport; the

employment conditions in the businesses that locate there and the provision of on site childcare. Introduce women responsive design.

- Equalities representation on the EU Structural and Investment Fund set up by the SW Local Enterprise Partnership.
- Statement to full cabinet; *"The Enterprise Zone provides an opportunity to improve women's access to jobs with adequate hours and decent pay. What's needed to ensure this happens is a voice for women in the team set up to develop the Zone and a commitment to take women's needs into account in policies, practices, investment criteria and implementation. To benefit from economic developments, women need jobs which pay at least a living wage, high quality jobs available with flexible hours, local provision of high quality subsidised childcare, free ESOL services, and public transport that facilitates the needs of working women and their childcare arrangements."*
- New Task Group being established to promote best practice in gender equality in businesses across the city.

"The Women's Budget Group have estimated that 80% of the revenue raised and expenditure saved through changes to personal taxes and social security since 2010 have come from women"

Bristol's Budget

In December 2014, the Mayor of Bristol stated that there was an additional £4m funding from Council Tax collection and was asking for recommendations on how that money should be spent. We issued a response asking for the funding to be utilised to revolve additional pressures on the key areas under pressure:

- **Children's Centres** - whilst we welcomed the Council's reversal of funding cuts to Children's Centres in 2013/14, this was only a short term relief of pressure. Children's Centres provide a safe place for women to raise concerns about domestic abuse and other help such as debt advice.
- **Community Transport** - this is an area that will clearly impact on the most vulnerable communities and individuals
- **Violence against women services** - we would like to see a specific fund for a zero tolerance campaigns and actions on violence against women and girls to enhance the services to meet the rising demand,

We also remained concerned that the equality impact assessments do not address multiple identities. It is also evident that the equality of the EIAs is still very variable and the identification of mitigating actions, particularly on gender is not robust.

Women and Austerity

In September 2014, BWV organised a meeting to discuss the disproportionate impact of austerity on the women of Bristol. We had guest speakers - Anna Mapson from Bristol Fawcett and Tove Samzelius and Suad Yusuf from The Single Parent Action Network who focused on women and austerity in Inner City Bristol.

The last year has seen an increase in JSA claimants, an increase in the number of single mothers, language barriers not taken into consideration when applying for JSA which results in unfair discrimination, the impact of benefit changes and the cutting of children's centres across Bristol, which impact on working parents.



Women & Representation

Bristol Women's Voice organised a series of Hustings in Bristol East, West, North-West and South to give women the opportunity to hear from local candidates in the parliamentary general elections about issues and policies that affect women.

There has been a real effort this year to make sure women's voices and issues are heard in the General Election. Of the seven major parties, more than a quarter of the candidates are women. There are more female political leaders in the UK than ever before, with Nicola Sturgeon, Natalie Bennett and Leanne Wood. We organised a series of Hustings or Women's Question Time events, that gave women the opportunity to challenge local candidates on issues that are often ignored in mainstream Hustings, and further, highlighted to the parliamentary candidates some of the priority areas for women voters.



these issues. This will continue to raise awareness of the disproportionate impact that many policies have on women.

Without a doubt, our Women's Question Time has been useful. It has been great to hear women coming up to us saying that our events have helped them decide which party or candidate to vote for. And our parliamentary candidates now have a clearer understanding of some key issues that need greater attention – whether that is compulsory PSHE, increased

Whilst this seems promising, we still have a long way to go. Last year, Bristol City Council had 28% female councillors compared to a national average of 35% so there is still a long way to go to achieve 50:50 representation within local government. It is opportunities like our Women's Question Time that give local women the opportunity to get their voice heard. We organise events like these so when actions are taken, they make a real difference to women's lives. It is essential for politicians to recognise, understand and take action on



funding for gender-based anti-violence services or subsidised childcare. And because of its success, we are now planning our next one for Bristol's elected Mayor next year.

Democracy isn't just voting at each General Election, but also about the work, campaigns and voice of the people, and for those in power to listen, think and act! And for us, it is about making sure women have a voice and providing the opportunity to have one.





On 15 July 2015, Bristol Women's Commission launched the 50:50 Campaign with Bristol's Lord Mayor, Councillor Clare Campion Smith on College Green outside City Hall.

The aim of the campaign is to see the numbers rise from 34% to 50%.

Next year, for the first time, there will be elections for all Councillors throughout Bristol at the same time as the Mayoral election. With women making up 51% of the population, the Commission is prioritising representation in this important political year for Bristol.

The first woman to be elected on to Bristol City Council was Mabel Carole Tothill, who was elected to represent Easton on May 21, 1920. The commission is aiming to get to at least 50% representation before the 100 year anniversary of her election.

The Women's Commission sub-group on representation is asking all parties to field at least 50% women candidates in winnable seats.

Bristol Women's Voice is working alongside the Representation task group in this campaign. We have been asking women to come forward to stand, no matter what their political point of view - being a local councillor is about representing your community and its interests and women play a vital role in many voluntary and community organisations.

Over the course of the next six months, Bristol Women's Voice Community Reporters will be interviewing women councillors and writing a series of articles, podcasts and videos to challenge some of the barriers to political representation.



Women & Safety

Bristol Women's Voice organised a Safety meeting with Police and Crime Commissioner Sue Mountstevens to look at Bristol's safety strategy. We also responded to the Bristol Child Sexual Exploitation case that made national news at the end of 2014, and responding to the trial of Rhiannon Brooker in an assessment of the state of play of the criminal justice system around violence against women and girls. Further, Bristol Women's Commission launched a new initiative on International Women's Day that looked at tackling gender-based violence.

Safety Meeting with Sue Mountstevens

In November 2014, in keeping with the International Day of Violence Against Women and Girls, we organised a public meeting with Police and Crime Commissioner Sue Mountstevens and Head of Public Protection Supt. Rachel Williams and Next Link's Pommy Harmer to hear and discuss the effectiveness of the strategy for women's safety in Bristol. This year, a report from HMIC showed that the police are failing to record a large proportion of the crimes reported to them and the problem is greatest for victims of sexual violence, with over a quarter of sexual offences not even recorded as a crime. Avon and Somerset Police were one of the four worse forces, failing to record over 30% of crime reported to them.

14,273 women and girls aged 16-59 in Bristol are estimated to have been a victim of domestic abuse in 2013. An additional 2,905 older women could have been victims of domestic violence and abuse in the last year. 68,800 women in Bristol are likely to experience domestic violence in their lifetime. If sexual assault and stalking are included, then 99,000 women in Bristol (45% of the female population) have experienced at least one incident of inter-personal abuse in their lifetimes. 4,758 women and girls aged 16-59 in Bristol have been a victim of sexual assault in the past year.

Sue Mountstevens spoke to women from across Bristol and heard their crime & safety concerns. It was a great opportunity for women to discuss strategies for tackling violence against women and how the Police can best support women who have experienced violence. Sue highlighted that tackling domestic and sexual violence

remains her top priority, with a vision of reconnecting the public and the police to ensure accountability, with victims at the heart of the justice system.

Our Position: Violence Against Women

In May 2014, new figures were announced that reveal fewer successful convictions in rape cases than the year before, the number of rape cases referred to prosecutions for charging has fallen by more than a third by 2011. Yet, there has been a 42% rise in reports of abuse. Bristol Women's Voice attended the sentencing hearing of Rhiannon Brooker who was found guilty of making a series of allegations of rape, assault and false imprisonment. We expressed concern that her severe sentencing would put off rape victims from going to the police for fear that they could go to prison if they are not believed. We maintain that severe punishments for false reports will continue to hinder our ability to protect the integrity of genuine rape allegations and more importantly, prosecute rapists.

In November 2014, thirteen men were convicted of a string of sex crimes in Bristol, involving the abuse, rape and prostitution of teenage girls. We produced a position statement, welcoming the launch of a serious case review to establish lessons learnt about the way in which local services work to safeguard and promote the welfare of young women. We also call for compulsory education and workplace training on consent, respect and equality. We need to look beyond school-based education and all on Bristol businesses as a whole to implement a programme for their staff on exploitation, abuse and gender equality.



Z

Zero Tolerance
BRISTOL

a city free from gender-based violence,
abuse, harassment and exploitation

Bristol Women's Commission launched on International Women's Day the Zero Tolerance campaign for Bristol to become a city with a zero tolerance approach to gender-based violence, abuse and exploitation.

City leaders and major employers across the city are invited to lead by example by signing a Pledge to commit to taking at least one action to promote zero tolerance.

Organisations will be encouraged to choose from a range of actions such as:

- implementing domestic and sexual violence policies and strategies
- raising awareness of gender-based violence through staff training and
- encouraging bystanders to report violence and abuse of friends and family

We launched Zero Tolerance with the following organisations:

Bristol City Council

Avon and Somerset Police

University of Bristol

University of West of England

First Bus

City of Bristol College

Bristol News & Media

University of Bristol Student Union

Business West

Bristol Chambers of Commerce and Initiative

Moon Consulting

University of West of England Student Union

We are employing a Project Officer to specifically sign up organisations to take positive preventative action to eliminate all forms of violence within the City of Bristol and will work alongside Bristol City Council and Bristol Public Health to make Bristol a safer city with a zero tolerance approach to gender-based violence.

The pledge is available to download from our website.

Women & Transport

Bristol Women's Voice responded this year to the Metrobus Consultation and last year to Bristol's Cycling Strategy, looking at the gendered implications to transport and town planning. Bristol Women's Commission Transport task group continue to work on infrastructure and transport issues at a strategic level.

Women's Commission: Women and Transport

Membership: UWE, First Bus, BWV, LEP, City of Bristol College

Vision: Bristol, a modern European city, where women are active and empowered citizens in terms of work, culture, family and education, supported by truly inclusive transport systems and an environment that meets their needs while contributing to the elimination of gender inequalities.

Actions:

- UWE funded research 'Women and Transport in Bristol' looking at women's transport needs to enable them to achieve their full potential - BWV transport survey contributed to the research
- 5 round table debates with stakeholders including transport planners on women in transport in Bristol at BWC round table
- Series of meetings with Task Group and MD of First Bus enabling changes in some areas of the service
- Representation at CBI SW transport workshop with shadow transport minister including a discussion on women's transport needs in the region
- First Bus is one of the first signatories to Zero Tolerance of gender based violence, abuse and exploitation
- Director of Place addressing Women Commission on Infrastructure issues and gender, including transport issues
- Potential for stakeholder meetings on transport issues with women and women's groups at local level with planners

Cycling Strategy

Bristol Women's Voice responded to the Bristol Cycling Strategy in August 2014 and commented on an overall failure in highlighting the needs of women and girls in relation to cycling. More details are available to read on our website.

In particular, there was no reference as to how the strategy contributes to achieving overall gender equality as per the Equality Charter that George

Ferguson signed two years ago. The strategy needs to look further at making cycling safer for women and girls as there was no specific reference to women's safety in relation to cycling.

The strategy needs to take into account that many women experience sexual harassment on a regular basis and can be exacerbated for women who cycle. It is paramount that the strategy needs to develop a clearer way to tackle this. Women are less likely to cycle if they have to use isolated cycle paths, particularly in the darker, winter months. It would make more sense to make existing roads safer or more women-friendly off road lanes rather than building isolated cycle paths.

The strategy stated at the beginning that they have identified that there are challenges in persuading older people, children, women and disabled people to cycle. However, apart from children (with no breakdown in how the challenges differed from boys to girls), it was not clear what these challenges are, and how the strategy plans to tackle them. Extra attention needs to be paid to those on how cycling will practically fit in with women's lives.

Metrobus Consultation

Bristol Women's Voice responded this year to a consultation on a new transport system being developed in Bristol. We commented on specific proposals as well as some general considerations for gender equality initiatives in transportation policies, more details of which are available on our website.

We expressed concern that there was no mention whatsoever on creating spaces for pushchairs, wheelchairs and storing packages and shopping. We welcomed their commitment to include disability training for drivers, however we did not find that this goes far enough to address other personal safety concerns, and would like to see mandatory training to include mobility, mental health, harassment & personal safety as well as disability.

There was reference to adequate lighting both on buses and at bus stops. yet improved lighting on paths and access to the Metrobus bus-stops is also essential. Members of BWV also expressed concern that the MetroBus system is not designed to help people who currently cannot access jobs in the middle of Bristol – buses should go in multiple cross-city directions, and have stops which operate as transfer hubs, minimising walking for all.

Young Women's Voice

As part of our strategy, we have been developing a separate strand of our work-plan focussing on the needs of young women under the age of 25 and are currently working on two exciting projects.

Bristol Young Women's Manifesto

We have been developing a research project aimed at mapping and collating the voices of young women from across Bristol. We are keen to work with local organisations, colleges and schools to run a focus group with young women aged between 14-25.

We are looking to speak to young women for no longer than 60 minutes around what young women think about Bristol and their community.

We will be listening to what young women in the city have to say and from this we will create the Bristol Young Women's Manifesto- a set of priorities for young women in Bristol. The manifesto will be used to inform local authorities of the issues affecting young women and lobby for the changes young women want to see in order for these issues to be addressed.

Are you a young woman interested in being part of our manifesto?

Are you from a local organisation that is interested in being part of our research?

If so, do get in touch with Hannah at:
hannah@bristolwomensvoice.org.uk



Community Reporters - Get Your Voice Heard

We spent time developing a funding bid to run a community reporting media course for 18-25 year old women in partnership with Fem FM Futures. We are pleased that our bid to the Big Lottery Awards for All was successful and we ran a ten week course from May-July.

The course was for ten young women, to train them in writing and audio media skills so that they can volunteer for Bristol Women's Voice as a community reporter in the year following the course.

We organised for a series of different guest speakers and trainers from across Bristol to take part in the course, to give the young women the opportunity to gain experiences from many different women across different media organisations. The participants met women from The Bristol Cable, the BBC, Ujima, BCFM, Passion Radio, Knowle West Media Centre, Polish Outlooks, Bristol Woman and Passion Radio.

Throughout the course, we asked for participants to complete an article or podcast for Bristol Women's Voice.

The long term aim of this course is to help to re-address the under-representation of women in the media and to strengthen our work with young women in the city.

Many thanks to the Big Lottery Fund for funding and for Fem FM Futures for all their help developing and running the course with us!



International Women's Day

7 March 2015
MShed

Bristol Women's Voice continues to bring women together on International Women's Day to celebrate Bristol women's achievements and encourage effective action for advancing and recognising local women. The day encourages women to make new connections across communities and networks to develop an understanding and support for each other and to provide the mechanism for women to find out about how to access services, support each other and share issues, knowledge and ideas.



Bristol Women's Voice set out to organise an International Women's Day event that would be a day of celebration. Our day of activities took place at MShed on Saturday March 7. Our programme of activities was based around building bridges, so that women could learn about other communities and networks that exist across the city, and provide opportunities for women to support each other.

The day was launched by Kathryn Llewelyn, CEO of Concern Universal who explored the ways in which they provide opportunities for women around the world to improve their lives and shape their own futures, looking at what women in Bristol can do to build bridges and support women from across the globe.

Other inspirational speakers throughout the day included the young women from Integrate Bristol on how to spot and deal with female genital mutilation, Sanya and Issy from Bristol Youth Parliament to discuss Bristol, Youth Activism and Gender Equality, Deborah Fleming on Breaking Stereotypes and Building Bridges in Sport, Bristol Fawcett on activism in Bristol and Chlo Winfield founder of Project Speak Out discussing domestic abuse and feminist activism.





Bristol Women's Commission also launched their new initiative, Zero Tolerance City, in which Mayor George Ferguson joined forces with other city leaders to pledge their support for zero tolerance of gender-based violence and abuse to take significant and demonstrable action to eliminate it and support survivors of violence, abuse and exploitation.

The programme included a variety of different performances, including VDay Bristol performing extracts of the Vagina Monologues, poetry from both award-winning Vanessa Kissule and Shagufta K, examining gender, race and culture from a fresh, passionate and exciting perspective.

Throughout the day, hands-on facilitated workshops and activities offered women opportunities for meeting other like-minded women including theatre workshop with Breathing Fire, Get Your Voice Heard singing with Jules Olsen, Health and Wellbeing Workshop with Self Injury Support, Puppet Making with Lady Strong's Bonfire and Women's History Cycle Ride, exploring women's history across central Bristol.

We also facilitated two discussions - one panel debate 'Can Women Save the Planet?' chaired by Professor Wendy Lerner from University of Bristol. Panellists

included Katie Alcott from Frank Water, Anna McMullen from Labour Behind the Label, Dr. Mary Phillips from University of Bristol and Angela Jarquín, fair-trade cacao producer from Nicaragua. Our second discussion 'Sisters doing it for themselves?' looked at women and representation - what can we learn from our local leaders in helping women to become more influential in politics, business and communities. This was chaired by Peninah Achieng, Chair of African Voices Forum, with Professor Sarah Childs from the University of Bristol, Deborah Waddell, Director of CBI South West, Negat Hussein from Refugee Women of Bristol and Marie Adeyemi from British Aerospace.

The Quartet Community Foundation supported the day by funding the cost of Bristol Playbus to host a free creche outside of MShed. We also organised Bristol Community Transport to collect women from across the city, which was used to capacity. We were also fortunate to have an accessible venue at MShed, provided by Bristol City Council.

Management committee member Maryanne Kempf compered the day, introducing each workshop, discussion or talk. Thousands of women attended the event over the course of the day and the atmosphere was inspirational.



Bristol Women's Commission
committed to addressing inequalities for women in Bristol

Consultations and Working Groups

Consultations

June 2014

Homelessness Prevention Services

August 2014

Bristol's Cycle Strategy

December 2014

Bristol Budget Consultation

January 2015

Libraries Consultation

June 2015

Metrobus Consultation

Working with other organisations

BEING

We have continued to meet regularly with our colleagues from BEING to share information and opportunities to work together. We are currently involved in discussions about Bristol City Council's plans to change the way it commissions services from the voluntary and community sector in Bristol as this will have a major affect on the voice and influence grant that we currently get and also will impact on many of the organisations delivering services to women.

We met the LEP Chief Executive to raise our concerns about the lack of consideration of equality issues in its work. We were advised to raise our concerns with the scrutiny committee which we did at its meeting in July. The councillors at that meeting have asked for a report and we will follow this up.

We argued for an equality and diversity representative on the board advising on allocating EU funding in the West of England. Following an application and interview (a more rigorous process than any other sector have adopted) Diane was selected and has raised

issues with the government civil service representation and in relation to the applications.

Fair Play South West

BWV are represented on the FPSW Board and were involved in drafting the South West Manifesto for Women which was sent to all candidates in the general election and featured in our BWV hustings meetings. Following contacts made through FPSW a sister organisation Gloucestershire Women's Voice has been set up modeled on BWV.

Healthwatch

BWV are represented on Healthwatch by Nicola Bowden-Jones who has attended Healthwatch meetings and is continuing to do so over the next year.

Bristol Woman

BWV has supported Bristol Woman, a quarterly magazine that shares the stories of the extraordinary lives of local Bristol women. The magazine is free of charge and distributed across libraries, GP surgeries, community centres and spaces across the city, providing an outlet for women's voices to be heard and an avenue for BWV to hear from the underrepresented views in Bristol.

Green Capital Inclusion Group

BWV was represented on the Green Capital Inclusion Group by Tamadour Saliem to ensure that the strategic direction, funding and work of the Green Capital projects considers equality at the heart of their programme.

The Consent Campaign

SARSAS invited BWV to sit on their advisory group of the Consent Campaign to provide direction and support to their current campaign around consent and violence against women and girls.

Joining Forces

Bristol Women's Voice aims to connect with Bristol women through social media and meeting other organisations through development and outreach work.

Bristol Women's Voice uses social media platforms, including FaceBook, Twitter, Instagram and Tumblr as a way of informing our members about important news, updates from BWV and our member organisations and interesting events around Bristol.

We are able to coordinate and promote events and keep our followers informed of what is happening locally. Through social media and our online blog on our website, BWV has been able to report directly on partner organisations events including: Intervention Initiative, Stop the Tampon Tax Flashmob, Bristol Pride - Domestic Violence in LGBT Relationships and Reclaim the Night.

We have also been able to keep our members informed of local news such as Bristol City Council budget changes, draft commissioning plans and local campaigns including the This is Not an Excuse campaign.

At the end of July, Bristol Women's Voice had:

970 Likes on FaceBook

1415 Followers on Twitter

This is an increase of 243% and 411% respectively to last year's figures. We aim to keep expanding our outreach on social media so please like our FaceBook page and follow us on Twitter to keep up to date with our news and women's news from across Bristol.

Over a 12 month period, BWV website has had 37,530 total views which is an increase of 115% on last year's number of views. Our website is updated regularly with content from news posts from our management committee and our staff, plus pieces from our team of over twenty BWV volunteer reporters and photographers who report and photograph events and news from around Bristol.

BWV has attended many other great events and had meetings with many organisations over the year, including partnering with organisations to run joint events, including a workshop on Discrimination in the Workplace with Avon and Bristol Law Centre and a meeting with the women from Refugee Women of Bristol to create a podcast with Astute Radio on influencing the health strategy in Bristol. We have taken part in programmes on Ujima Radio and BCFM to promote our Women's Question Time, 50:50 Campaign, International Women's Day, our Reporters Training project and our Health Meeting on the Mental Health Impact of Domestic Violence.



We would like to thank the following organisations for your help and support throughout the year: Ujima Radio, BCFM, BBC, TIGER Bristol, Self Injury Support, Integrate Bristol, Envision, FORWARD Empowering Youth, WESport, Bristol Women in Music, Women in Parliament, African Initiatives, Ethical Property

Company, Women in Parliament, Full Circle Project, Bristol Drug's Project, Business in the Community, Bristol Against Street Harassment, St. Brendan's Sixth Form College, Bristol Woman, Bristol and Avon Law Centre, Women of the World, FEM FM, Single Parent Action Network, Bristol and Avon Chinese Women's Group, Astute Radio, Refugee Women of Bristol, SARSAS, Survive, Bristol Fawcett, Next Link, Burroughs Day, Concern Universal, VDay Bristol, University of Bristol, Frank Water, Labour Behind the Label, Bristol Fairtrade, Youth Council, Breathing Fire, Lady Strong's Bonfire, African Voices Forum, CBI South West, Project Speak Out, Making Learning, WhatTheFrock!, Bristol and Avon Chinese Women's Group, NoMoreTaboo, ThisGirlCan, BetterforBike and many more!



Financial review

A Note from our Treasurer

Bristol Women's Voice has one major funder. 2014/15 was our third year of a three year agreement with Bristol City Council which gives us £29,500 per year to be spent against an agreed budget.

This year we received income from several other sources. We applied for £1000 funding from Quarter Community Foundation to supply to cost of the creche for International Women's Day. We also successfully applied to the Big Lottery Awards for All Funding scheme, and we have been awarded £10,000 to run a Community Reporting Project with women under 25. This project is scheduled to run from May-July 2015. We also received a small donation from First Bus to cover the costs of the Bristol Women's Commission Roundtable and

Networking event in October 2014. Including bank interest, we had a total income of £41,046.

Our expenditure for the year totalled £27,616. As of 31st March, we had received the funding of £10,000 from the Big Lottery Awards for All, but not yet started the project. We did therefore have a small surplus of £3,430 which has been re-allocated to salary costs to fund additional days work on our Zero Tolerance Project.

“Investing in women is smart economics, and investing in girls, catching them upstream, is even smarter economics.”

Ngozi Okonjo-Iweala

73% of our total expenditure was spent on employees salaries. Our other major spending areas were user engagement, access costs, events and meetings and IT and office costs.

We Can Do It!

ANNUAL REPORT | 23

Programme for 2015/16

We have a great deal of work planned for the next year at Bristol Women's Voice.

We are aiming to continue to reach women from across Bristol, focusing on women who haven't already been reached by our organisation. We will expand the work of the BWV Reporters so that they can document the voices of women across the city. We will ensure that the Women's Commission takes these voices into account within their strategic work for Bristol. We will continue with our young women's research project, with the aim to identify top priorities and concerns for young women in Bristol.

We will continue to focus on our two campaigns - Zero Tolerance and 50:50 Campaign, with a view to signing up Bristol businesses and organisations to take preventative steps to eliminate gender-based violence, and to encourage individuals and political parties to work towards equal representation for next year's local

elections. We will also be organising an information event in the Autumn to support women thinking of entering public life. We will also be organising another Women's Question Time next Spring for candidates for the Mayoral election.

We will continue to hold regular meetings on different themes to provide information and support to our members and meeting with different groups and individuals to encourage them to support out work.

We will be leading and working as part of Bristol Women's Commission in all the different aspects of their work and making sure women's voices are listened to by the Task groups and the Commission.

We will be organising another city-wide event for International Women's Day 2016, and we are looking for suitable organisations to help us plan, develop and execute this day.

Acknowledgements



Gail Kitchin, stalwart of Bristol Women's Voice and all round wonderful woman, died February 21st 2015. Gail spearheaded the BWV Ovarian Cancer campaign, becoming a national ambassador for the campaign to help GPs and women themselves recognise symptoms at an early stage when outcomes are better. Gail's work will undoubtedly save lives.

We would also like to thank:

Ruth O'Leary	Ellie Vowles	Osob Elmi	Alice Owens
Lauren Bond	Ariana Ahmadi	Layla Carter	Anum Rizvi
Jeannie Richardson	Suad Abdullahi	Sepi Roshan	Sanya Rajpal
Nicola Bowden Jones	Tamadour Saliem	Libby Wilson	Sarah Blake
Lydia Jesson	Emma Husband	Sarah Kerrigan	Rosa Targett
Michelle Chamroo	Jessica Wright	Sam Holman	Carrie Love
Sandi Dheensa	Laura Chapman	Ana Crespo	Anabel Provansal
Gwendolyn Sterk	Laura Vale	Ifeoma Fox	Jo Harper
Juliette Mason	Carolina Rueda	Isobel Fraser	Isabella Falco
Lucy Bence-Wilkins	Connie Ramsay	Katie Mills	Grace Norris
Alex McCrindle	Jennie Croston	Sue Flint	Sue Cohen
Patsy Staddon	Jackie Longworth	Jules Olsen	Amber Andrews
Alex Wardrop	Sam Thomas	Kathryn Llewelyn	Vanessa Kissule
Naomi Salisbury	Issi Trout	Peninah Achieng	Deborah Fleming
Shagufta Iqbal	Chlo Winfield	Marie Adeyemi	Negat Hussein
Prof. Sarah Childs	Katie Alcott	Anna McMullen	Dr. Mary Phillips
Angela Jarquinn	Deborah Waddell	Helen Mott	

We would also like to thank all the organisations and individuals that are part of Bristol Women's Commission.

Contact Us:

Address: Brunswick Court,
Brunswick Square,
Bristol, BS2 8PE

Telephone: 07972 673782 / 0117 916 6555

Email: info@bristolwomensvoice.org.uk

Website: www.bristolwomensvoice.org.uk

Twitter: @BWV2

Many thanks to our volunteer photographers who supported our events throughout the year. Their photography is included in this publication:

Nicci Peet
Lucie Laborde Briulet
Wafae Hddigui

