

# BRISTOL *WOMEN'S* VOICE

“Making women's equality a reality in Bristol through campaigning, connecting, and celebrating”

## ANNUAL REPORT

2023 - 2024

The bottom half of the image features a horizontal split between a purple upper section and a yellow lower section. Several thin, wavy, light purple lines flow from the left side across the boundary into the yellow section. On the right side, a large, dark green circle is partially visible, with more wavy lines flowing into it from the bottom right corner.



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## Message from the Chair: Carole Johnson

As we continue to emerge into the evolving post-pandemic chapters of our collective journey, it cannot escape our notice that women continue to be disproportionately impacted negatively in almost every area of modern life.

Women are still disproportionately impacted by the cost-of-living crisis, the lack of investment into the caring economy and much of our work this year has been to raise our voice about the gendered nature of poverty – the number one issue that women told us they want to see change in.

Caring responsibilities are a key contributor to economic inequality: we know that most of the caring in society is picked up by women caring for parents and older people, for children, and others who require support.

The volume of this “invisible” care prevents women from being able to access employment opportunities and other personal ambitions, it is often done without acknowledgement and without rewards. It is a system that creates and compounds gendered economic inequality.

Women’s safety continues to be undermined, domestic homicides are, yet again, on the rise. We continue to hope for a fair and equal society, and with the new appointment of a woman Police & Crime

Commissioner, Clare Moody, we hope that women’s safety might be brought further into the limelight. Despite these challenges, Bristol Women’s Voice continues to deliver.

We are a very modest charity, and our work is only made possible by our extremely passionate and committed staff team: Katy, Claire, Dahlia, Faith, Troy, Eilidh, Willow and Helen as well as our terrific team of tenacious volunteers.

This year, the Board has seen significant change in 2022/23. Clare Meraz stood down from the position of co-chair at our last AGM. Clare has been outstanding and although it is sad that she will no longer be co-chair, we are grateful for all the contributions that she has made thus far and are delighted that she will continue with us as Trustee. We have also welcomed several brilliant new women to the board, which is wonderful for the continued growth and development of the organisation.

Trustees play an invaluable role as unpaid volunteers governing charities and we extend our heartfelt thanks to the contributions to all our esteemed Board. Going forward, we will continue to incorporate and regularly reflect on our feminist governance principles and the development of our values with diversity, inclusivity and mutual respect being high on our agenda.



As Chair, I will seek to respect the broad church that we are. We welcome open dialogue, respectful disagreement and healthy challenge, and we hear the many issues, concerns and points of view that our members present.

We have already achieved a degree of success, but we recognise, that there is more to do for us to engage with and represent the diversity and breadth of women's voices that Bristol currently enjoys more effectively.

Thank you to everyone who has supported Bristol Women's Voice, past and present, throughout all the years.

We look forward to many more productive and effective years, working alongside you to make equality for women a right that is realised here in Bristol.

Carole Johnson,  
Chair of the Board of Trustees.

# STAFF AND TRUSTEES



## CURRENT BOARD

Carole Johnson	Chair
Bonny Chung	Vice chair
Libby Watson	Secretary
Alice Clermont	
Clare Meraz	
Elahe Karimnia	Joined October 2023
Emily Johnstone	
Hannah Stapley-Parker	
Liz Potter	
Shoba Ram	Joined January 2024
Shruthi Venkatachalam	Joined October 2023
Sophie Peart	Joined October 2023

## CURRENT STAFF

Claire Charras	Communications Coordinator
Dahlia von Carolath	Community Organiser
Faith Barorot	Community Development Worker
Katy Taylor	Director
Willow Vidal-Hall	Young Women's Worker (freelance)

## EXITING TRUSTEES

Camilla Hall	Treasurer, left October 2023
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## INTERNATIONAL WOMEN'S DAY VOLUNTEER STEERING GROUP

Alice Hulme  
Paige Taylor  
Rae Williams  
Stephanie Butler

## INTERN

Sophie Mercer-Smith

## OTHER STAFF WHO WORKED FOR BRISTOL WOMEN'S VOICE DURING 2023-2024

Eilidh Tannett	Community Hub Coordinator
Elisa Monje-Jelfs	Campaign and Policy Assistant
Helen Ince	Disabled Women Take Action
Francesca Battle	Community Organiser
Troy Tanska	International Women's Day Coordinator
	Volunteer and Training Coordinator

# 2023-2024: ACHIEVEMENTS AND PERFORMANCE

It has been a full and fruitful year for Bristol Women's Voice.

In the last couple of years we focused a lot on development: spending time on refreshing, clarifying and unifying behind our refreshed values, mission, strategy, membership offer and direction.

In 2023-24, we were ready for action. We developed the Value the Caring Economy Campaign Alliance which has achieved some notable successes; we delivered our most diverse International Women's Day event yet; we secured significant media attention with our efforts to raise the equalities challenges with the lack of public toilets; we continued to platform the voices of local Inspiring Women and we started our Younger Women's Space for 18-30 year-olds in response to feedback. Thanks to the women at Quiet Moon, we refreshed our branding for a more dynamic and accessible feel.

Our training offer has expanded, and we have continued to raise marginalised women's voices in strategic forums, working in particular to make public transport safer for women and to support the understanding of poverty and the cost-of-living crisis as a highly gendered issue.

There have also been some staff changes this year:

- Eilidh Tannett our previous Women's Hub Coordinator, left us for warmer, Australian climes where she continues in anti-sexual harassment work;
- Helen Ince, our Disabled Women Take Action Community Organiser, left at the end of her contract and took up employment as an Inclusion Projects Lead at the Bristol Beacon, and
- Troy Tanska, our Volunteer Coordinator, left at the end of her contract but continues to engage as a volunteer.





WE CAMPAIGN

# Value the Caring Economy Campaign



Women have consistently told us over the last few years through our members' survey, International Women's Day and members' event feedback, that the issue they most want us to take action on is women's economic inequality.

Food and fuel prices have continued to rise, the housing crisis continues unabated and needs relating to poverty and mental health are increasing.

We know the cost-of-living crisis is gendered, and that women, in particular Black and minoritised and migrant women, are hit the hardest, and we considered how we might have an impact on women's poverty locally.

In response, we formed an alliance with nine other organisations to call for greater investment into the caring economy: childcare and early years education, adult social care, better pay and conditions for care workers and employment terms for everyone that allow enough flexibility for paid time to care, so that women aren't choosing between caring and working.





These asks are not new – our campaign pulls together many long-standing calls for investment and change from local adult- and child-care support agencies and it builds directly on work by the Bristol Women's Commission locally and the Women's Budget Group nationally.

However, collaborating with our partners: Bristol Black Carers, Bristol Women in Business, Bristol Women's Commission, Carers Support Centre, Chinese Community Wellbeing Society, Co-Produced Care, WECIL and Women's Budget Group, we have developed manifestos for change tailored towards Bristol City Council and the West of England Combined Authority, and towards employers. All our asks are specifically within their remit.

We were successful in securing a Rosa Grant towards some of the capital costs of campaigning and thanks to the generous donations and match-funding campaign, we secured money for a short-term freelance Campaigns and Policy Assistant, which we offered to former volunteer Elisa Monje-Jelfs supporting her development into paid policy work.

## Some of our key campaigning activities have been



- We produced three manifestos aimed at Bristol City Council and West of England Combined Authority; employers more broadly and local MPs/national government.
  - We also produced a set of research briefings about why investment in the Caring Economy is key for women's equality.
  - We ran a series of workshops with women in different communities, including BWV members, women from Sadaga Arabic-speaking women's group, Somali Kitchen at the Redcliffe Community Hub, the Bristol Older People's Forum, at a shared practice event for representatives of local women's organisations, as drop-in sessions at our weekly Community Table in St Paul's and during our IWD event to create felt pouches, each with a personal message about why the caring economy is so important to them. We engaged with over 150 women in all these workshops.
  - On 9 January 2024 we attended the full Bristol City Council meeting and gave each of the councillors present a pouch. We submitted questions to the open forum in advance and BWV staff and trustees, Caring Economy Alliance members and supporters read them out, so the agenda of the open session was focused entirely on the Caring Economy.
  - We created a petition that currently has more than 400 signatures and the location of signatories can be seen on a map on our website. Going into 2024-25, we still need more signatures to show politicians this is an agenda that matters – please sign if you haven't already.
  - We facilitated a caring economy meeting for carers, bringing carers together to reflect on their experience of caring and what this has meant for them in their lives.
  - We painted a long graffiti wall at Gatton Street, otherwise known as the M32 Wall, with our slogan: "Who cares? We care. Value care! Invest in the caring economy". We were lucky with the weather and across a sunny weekend we also invited members of the public and local politicians to add their handprint to the wall in show of solidarity with the campaign.
  - We have engaged the West of England Combined Authority who have committed to looking at childcare as infrastructure.
  - On 12 March 2024 a Golden Motion proposed by the Labour Party and amended by the Green Party to include our manifesto asks on the Caring Economy was resolved by full council.
- Work after the election will include working with newly elected councillors, supporting them to uphold the council's commitment.

# Disabled Women Take Action



The Disabled Women Take Action (DWTA) team continued the work they started last year to raise awareness of the lack and impact of the lack of public toilets. As many women are acutely aware the lack of public toilets is a profoundly intersectional gendered issue: women need the toilet more frequently and spend longer in the toilet than men due to shorter urethras, clothing, caring, menstruating and sometimes safety.

The lack of public accessible amenities means Disabled and older women, in particular, face a barrier to public space and the failure to reopen public toilets after the pandemic lockdowns has meant the lockdown continued for many, further reducing women's visibility.

Women attending DWTA meet ups shared their experiences and frustrations with accessing toilets when out and about, leading to a decision to campaign to re-open those that had been closed due to COVID lockdowns. Last year, we joined forces with ACORN to sign a petition which would lead to a full council discussion. After the council announced they were remaining shut due to budget pressure and pointing towards the Community Toilet Scheme as a solution - whereby toilet in cafes, bars and other venues are open to the public - the DWTA team decided to make a film to highlight the difficulties with this approach.





**In 2023, Disabled Women  
Take Action came together**

Women from a wide range of backgrounds worked with volunteer videographers to agree the messages they wanted to put across and how they wanted to go about this. The final video secured significant press interest and the YouTube video, on Bristol Women's Voice's YouTube channel, has been viewed 295 times. DWTA project and participants was featured on BBC Bristol Breakfast, BBC Points West and ITV news with in-print coverage in the BBC, Bristol World and Bristol Post.

What women said about the project:

100% agreed with the statement:  
**"I am able to have a say in how the project  
activities are designed, developed or run".**

100% agreed with the statement:  
**"I am satisfied with the amount of control  
I have over decisions about the project"**

# Collaborating, influencing and raising awareness



Instead of quarterly meetings for the women's sector, this year we focused on coordinating quarterly meetings for sector organisations interested in sharing, supporting and holding each other accountable for progressing work on accessibility and inclusivity.

We engaged Changing Futures to independently facilitate and support these meetings, and each had a different focus. We will be continuing this focus by setting up quarterly 'Lunch and Learn' sessions open to all.

Bristol Women's Voice is also represented in the following groups:

- Women's Independent Advisory Group (police). Our director stepped away from co-chairing this due to capacity but remains in the group.
- One City Transport Board
- Public Transport Safety and Equalities Group
- Night-time Economy Advisory Board
- Women's Economic Taskgroup - Bristol Women's Commission
- Bristol Women's Commission
- Community Exchange
- Cost of Living Coordination Group
- Anti-Poverty Strategy Working Group

We also held our first Sharing Practice event in the autumn which included volunteers and staff from six organisations coming together as experts and learners. Sessions delivered included: Trauma-informed Practice, Crafting for Change and Feminist Leadership.

The event received positive feedback and we hope to run these sessions on an annual basis going forward, subject to securing funding.





WE CONNECT

# Women's Community Hub



This year, we continued developing our women's virtual community hub, which serves as a vital resource offering information, networking opportunities, capacity building and activities for women, services and organisations and Welcoming Spaces across the city.

Between November 2022 – October 2023, we secured funding for a Community Hub Coordinator. In this role Eilidh Tannett laid the groundwork for Bristol Women's Voice as a central hub for advice and guidance for community venues on gender inclusion and the provision of accessible information about services for women, ensuring women have access to essential support throughout Bristol.

We secured continuation funding to maintain and extend the role and Faith Barorot joined the team as a Community Development Worker in February 2024. Faith embedded quickly and has taken up her role to further enhance the inclusivity and accessibility of Bristol Women's Voice's community hub work, ensuring we are engaging women from diverse communities across Bristol.

## Inspiring Women Talk

In February 2023, we started an Inspiring Women Talk series in underfunded areas in Bristol with a view to bring women together in hard times to hear positive, inspiring and connecting stories from other local women.

These monthly events have been highly successful so far; we have hosted 18 talks and engaged more than 125 women.

In 2023-24, 47% of speakers were from Black and minoritised backgrounds; they have included community champions, academics, artists and activists and have spoken in varied community centres and venues including Hillfields, Easton, Bishopsworth, Barton Hill, Lockleaze and St Pauls.

The feedback has been overwhelmingly positive, with attendees using words such as 'inspired', 'informed', 'enthusiastic' and 'empowered' to describe their feeling after the sessions.



### Outcomes:

On average, women rated the session in the following ways:

- 4.75/5 for session leader.
- 4.5/5 for venue.
- 4.75/5 for the session content.
- 7.5/10 for making women more aware of their rights.
- 7/10 for making women more informed about services, support, activities and/or opportunities for women in Bristol.

In addition, the events have fostered connections between communities in Bristol. For instance, in one of the talks focused on Latin America, delivered by Latinas in Bristol CIC, attendees gained deeper insights into the Latin American context with one participant saying they “felt more connected to Latinas in Bristol’ after the session.



### Who's coming to our Inspiring Women Talks?

- Women aged 16-25 through to 70+.
- 30% identified as disabled;
- 40% from Black and minoritised backgrounds;
- 61% told us they struggle financially and 79% stated money holds them back from every-day activities.

## Younger Women's Forum

Work to establish a Young Women's Forum which started with Eilidh, our Community Hub Coordinator, has continued to develop with Willow Vidal-Hall, our new Younger Women's Worker.

The forum is designed for women aged 18-30 and was formed following our 2023 International Women's Day event where young women told us they wanted a space for them. The purpose is to bring women aged 18-30 into connection, to form a regular group to talk about issues relevant to them, and identify the barriers that hold them back in life with a view to exploring what action could be taken.

Although slow, there is increasing momentum and enthusiasm for this forum, and we have some committed regulars. Activities we have run this year include:

- Speak up! Public Speaking Workshop
- Write it up! Writing workshop
- Feminist Leadership and Feminist Leadership in Practice
- Empower and Elevate: A Values Workshop

## Broadcast-only WhatsApp Group

Our outreach efforts extend to digital platforms, including our WhatsApp Broadcast Group which promotes news, resources and events relevant to women in Bristol.

The group has doubled in size over the past year, as we continue to advertise it in our newsletter and in all our events. We share three to four messages a week, confidentially connecting women to local events and information and support services.

You can join the WhatsApp group by messaging this number: 07796 433 663 or email us on [info@bristolwomensvoice.org.uk](mailto:info@bristolwomensvoice.org.uk) to share resources and information.



# Directory of Services for Women



We have established strong partnerships in the community including local government, charitable organisations, and allied corporate businesses, expanding our network of support for women in Bristol. Our online directory of services, consisting of more than 150 support organisations and groups for women, has also seen increased usage. In April alone, there were over 2,000 clicks, highlighting the growing demand of resources tailored to women's needs.

You can access the Directory here or scan the QR code:  
[www.bristolwomensvoice.org.uk/directory/](http://www.bristolwomensvoice.org.uk/directory/)



## Community development work

### Social beauty

BWV was delighted to collaborate with Natacha Sullivan, founder of The Beauty Of Caring CIC and Social Beauty Therapist & Social Entrepreneur who delivered weekly, free beauty workshops. Over 180 women attended, they had the opportunity to meet other women, learn about affordable self-care and beauty, and find out about support services and offerings in their community at the Redcliffe Community Hub.

Women who attended were predominantly from Black & minoritised backgrounds, some without permanent places of residence with ages ranging from 18 - 75 years old. The workshops offered a place to ground, reflect, discover, connect and step more confidently into workshop spaces, and practice English in an environment where English for speakers of other languages doesn't feel like a barrier.

# Bristol Women's Voice Members



## Members and supporters

Our membership is free and open to all women who live, work, volunteer or study in Bristol and who agree with our mission, vision and values.

Benefits of being a member include:

- Receiving our monthly newsletter, updating you on our work and upcoming opportunities.
- Being a voice in Bristol's feminist sisterhood and connecting with like-minded women at our members' events and AGM from all backgrounds, ages and communities.
- Opportunities to volunteer and get involved with organising our International Women's Day celebration (around 8 March) or joining our board of trustees.
- Opportunities to campaign with us on issues that matter to women in the city, to help influence local politics and make women's equality a reality in Bristol.
- Hearing about local jobs and events through our WhatsApp broadcasting group.
- Supporting and influencing the organisation's strategy.



## Members events

In 2023-24 we ran two members events. The summer one focused on women's health and we had a fantastic turn out to hear our panel of health experts. This was followed by a hot meal from Glenn's Kitchen.

The winter event was a social with crafting and a women's open mic. We were delighted by the energy of attending members, many of whom surprised us with rousing renditions of women's protest songs. Both events were held at St Pauls Learning Centre, where we took an office in July.

At our Annual General Meeting (AGM) we launched our caring economy campaign and invited women to get involved with painting letters to contribute to a whole slogan, while they ate and socialised.

We also held a women-only hustings with the Police and Crime Commissioner candidates in April, ahead of the local elections. This was a lively event which provided the opportunity for women to put their questions directly to the candidates on issues they felt significant and important in relation to women's safety. These events are a key part of our work to facilitate the connection between women across communities and decision makers.



# Growth and engagement

In the last year, we have seen the number of overall subscribers to the newsletter has slightly decreased but we have seen an increase in full membership sign-ups (+36%) which would suggest that women in Bristol feel more compelled to join the charity as full members.

We currently have 1,872 full members and a further 2,275 newsletter subscribers.

Our newsletter open rate remains high – 35.1% (2024) compared to 34.8% (2023) – with an average open rate 36% over the last 12 months.

This year's annual survey confirmed that our membership is diverse in some respects but not in others.

- 13% of members are women of colour; 6% preferred not to say; 81% white British or white European.
- 20% are Disabled; 9% prefer not to say.
- 13% are lesbian/gay/bisexual; 12% prefer not to say.

- 35% have caring responsibilities.
- 40% struggle with financial basic some or all of the time.
- 60% said money holds them back from every day social activities, e.g. cinema, sports classes.

Disappointingly, these figures have not demonstrated any improved accessibility since last year, although as stated above, the demographics of those attending our events are indicative of more diverse engagement.

In the last year, we sought to be more accessible to younger and Black and minoritised women as we have seen the results of this at our events.



## What members said about our work:

69% of respondents felt we represent diverse and marginalised women's voices well:

“I don't feel alone at all with the BWV.”

Others rightly highlighted that we need to do more:

“I feel BWV needs to find new ways to connect and build relationships with a range of marginalised communities.”

“There is still lots to do to gain gender equality.”

## What members want from members' events:

Members shared ideas of what they want from members' events and there seems to be an appetite among both younger and older members for connecting with feminist herstories and with each other:

“It would be interesting to hear about the 'Second-wave feminists' (including my mother...) who were active in Bristol in the 60s/70s, and how their work links with today's concerns.”

## What members want to raise their voices about :



“A social event to enable networking – why not run films or documentaries about feminists and the feminist movement, followed by a social.”

Events than ensure a:

“welcome to all women irrespective of age, ethnicity, socio-economic status.”

Look out for how we put these suggestions into action across 2024-25.



WE CELEBRATE

# International Women's Day 2024



A small and dedicated team of volunteers formed the IWD steering group soon after our 2023 event and met monthly throughout the year and more frequently in the build-up to the event to co-create the program for International Women's Day 2024. We contracted Francesca Battle to support us with coordination and collectively we worked to produce our most diverse program yet:

- 45% of our workshops were delivered by women from marginalised backgrounds;
- 38% of our panellists came from Black and minoritised communities.

We advertised the event more widely this year and a team of volunteers put up over 200 posters and dropped off programs in multiple venues across the city.

Mindful of it being an election year, we worked to get the balance between the more political sessions and those that were more focused on fun, well-being, crafts, movement or information - and of course, some sessions are all of the above. We planned two sessions on the Caring Economy and other panel sessions covering women's health, women and the environment, women in tech, international feminist movements and women in business. Other activities included crafts, food, movement, well-being activities, talks, singing and more to inspire, engage and inform.

We had strong representation from women in sport this year, with an extensive programme of activities, stalls and talks for outside City Hall on College Green.





Unfortunately, when the day arrived we were shocked to discover three inches of snow on the ground (we had not included that on our risk assessment) and having read up on the day's weather forecast we decided to go ahead, but, unfortunately, to cancel the outside activities.

The snow melted in a heavy downpour that lasted nearly all day, but nevertheless, people came. Just over 1,000 people attended and partook and City Hall felt busy from the start.

The day was only made possible by our amazing volunteer stewards: 38 women in total and another six formed a social media team to tweet and post Instagram stories throughout the day.

In total we benefited from 575 hours to make the event happen equating to £6,900 at the Living Wage.

Thanks also to Bristol City Council who provide us with use of City Hall each year for free.





## Who attended?

Of the 89 who filled in the evaluation form:

- 29% were from Black and minoritised communities
- 20% identified as Disabled
- 23% identified as LGBT+
- 5% identified as non-binary
- 84% were women
- 13% were aged under 20; 19% were aged 20-30; 21% were aged 30-40; 20% were aged 40-50; 8% were aged 50-60; 18% were aged 60+.

“Wonderful day. Well done. Do carry on the excellent work you’re doing!”

“Really liked that the events were delivered by women actually providing services.  
Felt very genuine and grassroots. Loved the quiet room and range of food and drinks on offer.  
Great to see a range of ethnicities and ages in participants, too.”

## How people felt about the day

- 97% of people rated the day good or excellent (4 or 5 out of 5)
- 100% of people said it increased somewhat (4) or increased a lot (5) their awareness of services, activities and opportunities in Bristol
- 78% said it made them somewhat or very much more aware of their rights
- 96% of people rated the accessibility of the event as good or very good

## Volunteer case study: Alice Hulme

I've been volunteering at Bristol Women's Voice (BWV) for the last two years in the International Women's Day (IWD) Steering Group.

I first came across BWV doing some research online about women's activism in the city. I work in a male-dominated business and had recently received a promotion to the board of directors, as the only woman. This more than ever empowered me to find role models outside of work and broaden my skills to be able to positively impact change.

After applying to be a volunteer, the steering group for the flagship IWD event had just started so I joined following a friendly induction.

It was clear from the start that I would be able to pursue an area I was passionate about and for the 2023 IWD event I organised two panel discussions: women in leadership and women in tech.

I then chaired both panels. This was completely new for me and I'd never organised panels or chaired a discussion. BWV was there to support me, and provide guidance and support. But most importantly pushed me out of my comfort zone and gave me the chance to share the messages that were important to me.



I continued to volunteer and following taking feedback from the day, we were ready to plan 2024.

In this year's event Katy gave me the opportunity to Chair a panel with one sitting MP, and a local councillor which was amazing. I also worked to support another volunteer to bring together a women in tech panel. I also secured some sponsorship for the event from local businesses.

The opportunities I've had with BWV have allowed me to grow professionally while also developing my skillset and building connections across the city.

Katy also introduced me to the Bristol Women in Business Charter which my workplace has become a signatory for to show commitment to increasing women in leadership roles. This has helped to shape our own employee-led group mentoring future female leaders in the business.

# Volunteering



Each year Bristol Women's Voice benefits from volunteer and intern support. In 2023 we were fortunate to have Sophie Mercer-Smith join us in October for three months from University of West of England. Sophie provided worked as a Campaigns assistant and supported the development of our Craftivism approach to campaigning, producing presentations and helping to run pouch-making and crafting sessions at our Winter Members' Event.

Away from the campaign, volunteers have reported back from events, continuing to write 10 review blogs that are published on our website and supported BWV at our community events.



## Training

We have developed our training offer and delivered misogyny-awareness and anti-sexual harassment training to a more diverse cohort in 2023-24, including:

- Stand Against Racism and Abuse (SARI)
- Avon Fire and Rescue Services
- Salvation Army and the sexual violence pathway providers
- Bristol Drugs Project
- University of Bristol

We are looking forward to further partnership work with the Fire Service across 2024-25.



# Brand-awareness

## Social media

The engagement on social media has been steady, with LinkedIn seeing the biggest increase in new followers and engagement with content.

While engagement on certain posts on Facebook and Instagram can be less than expected, users continue to refer to it (as seen in the profile visits) to check what is happening even if they are not directly engaging with the post.

### Facebook

- Followers: 5,218

### LinkedIn

- Followers: 1,209

### Instagram

- Followers: 3,961

### X (formerly Twitter)

- Followers: 5,009 (2024)

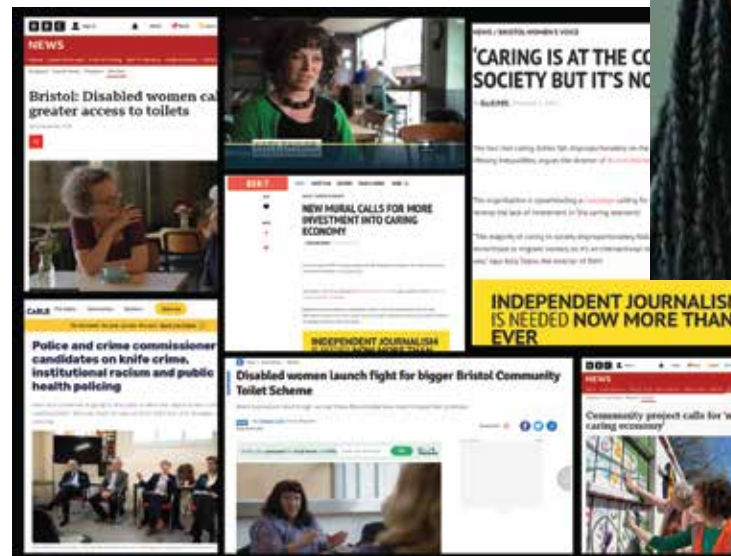
## New branding

After many months of hard work by the dedicated team at Quiet Moon Consultancy, led by our trustee Hannah Stapley-Parker, we were delighted to unveil our brand refresh in November 2023. Our new logo has been splashed across all our communications and visuals, bringing a modern and accessible look to the charity.

Quiet Moon not only supported us with the branding and visuals, but also gave us a revised and refocused communications and marketing strategy to work with.

## Press coverage

We've had over 16 mentions in the local media (online, press, radio, tv) including on the Disabled Women Take Action urging for greater access to toilet in Bristol, the launch of our Value the Caring Economy campaign, International Women's Day and painting the wall in April 2024.





# Looking forward

Going into 2024-25, we will continue to campaign with our partners for greater investment in the caring economy.

## Financial review

2023/2024 marks the sixth full financial year that Bristol Women's Voice has operated as a CIO and it has been another year of growth.

## Where our money comes from:

### Pre-existing funding:

Our main source of income to support our core work is the grant funding received from Bristol City Council's Impact Fund 2. This was awarded in October 2021.

We received a two-year grant from Quartet to support core costs including: the Volunteer and Training Coordinator role and part of the Director post. This came to an end in December 2023.

We received a 12-month grant from the Quartet to fund our Community Hub work; this came to an end in October 2023.

We have a two-year grant from the People's Health

Trust to fund our Disabled Women Take Action Project: this came to an end in November 2023.

### New funding:

We received an 18-month grant from the People's Postcode Lottery in October 2023. This is unrestricted funding and will be carried through to next year contributing to core costs.

We received a two-year grant from Quartet to continue our Community Hub Work and this started in October 2023.

We received an 18-month grant to fund a young women's worker one day a week.

We received funding from Rosa towards our campaign work.

We ran a Big Give match funding campaign and were pleased to raise almost £5,000 this way through the generous donations of our supporters.

We received sponsorship for International Women's Day from Hartnell Taylor Cook and Stride Treglown.

We would like to thank our regular donors and those who made one-off donations at International Women's Day or other points throughout the year. Your support is vital and very much appreciated.

We thank Bristol City Council for their donation in kind of Bristol City Hall, secured via Bristol Women's Commission, for International Women's Day event.



## Our income



Donations:	2023-2024	2022-2023
General donations	£6,566	£2,131
Corporate donations	£2,730	
<b>Income from charitable activities:</b>		
Bristol City Council Impact Fund	£61,596	£45,106
Bristol City Council Small Grant	£2,459	
Community Resilience Fund	£10,174	
National Lottery Fund Awards for All		£10,000
Quartet	£25,000	£44,800
People's Health Trust	£8,000	£10,000
People's Postcode Lottery	£22,000	
Internships	£1,459	£1,260
Rosa Foundation	£6,879	
Other grants		£9,900
<b>Sales:</b>		
Training sales	£5,275	£1,500
Merchandise sales	£103	
<b>Total income:</b>	<b>£152,241</b>	<b>£124,697</b>

## Our expenditure



	2023-2024	2022-2023
Salaries including pension and NI	£69,469	£61,903
User engagement and access costs	£1,051	£462
Activity costs	£11,527	£17,185
Printing and publicity	£2,061	£1,803
Volunteer expenses	£1,004	£1,673
Costs of merchandise	£810	£0
Support costs including support salaries, rent, access to work, website, travel, insurance, telephone and depreciation	£43,840	£34,480
<b>Total expenditure</b>	<b>£129,763</b>	<b>£117,507</b>

We will carry forward £76,624 into 2023-24, of which £46,824 is restricted and £28,801 is unrestricted.

# THANK YOU



Quartet  
Community  
Foundation



ROSA



Bristol Women's Commission  
Committed to achieving real equality for women in Bristol

[bristolwomensvoice.org.uk](http://bristolwomensvoice.org.uk)

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