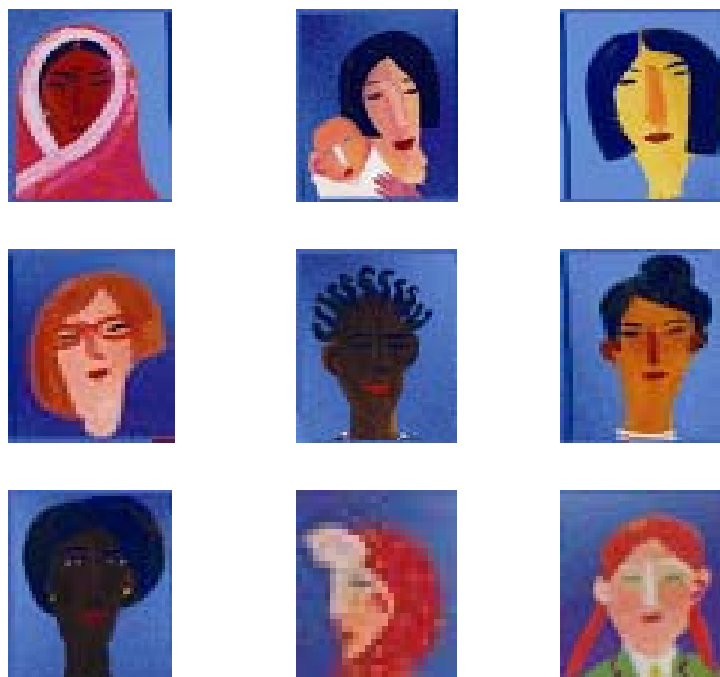


# Women's National Commission

women's voices to government



## ANNUAL REPORT 2007 - 2008

This report covers the period from 1 April 2007 to  
31 March 2008

## About the Women's National Commission

The Women's National Commission (WNC) is the UK umbrella body that represents the views of several million women and women's organisations by providing a voice for women and bringing issues of concern to the attention of the Government and into public debate.

Established in 1969, the WNC is the only women's organisation in the UK that is fully funded by Government, but is independent in its views — it is an advisory Non-Departmental Public Body.

A publicly appointed Chair and Board of Commissioners provide the strategic direction and steer for the Commission. A small team of civil servants (the Directorate) manages the day-to-day work. The WNC is sponsored by the Government Equality Office (formerly the Women and Equality unit) which has moved from being housed by the Department for Communities and Local Government to being a self-standing department this year.

## Partnership

Our partners are central to the WNC. They number over 500, covering a diverse range of women's activities and interests across the UK. All organisations that represent women are eligible to join us as partners and we also have many individual partners.

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## Message from WNC Chair

Dear Friends,

This year has been another eventful year for the WNC. Following my appointment in May 2007 as Interim Chair, we have welcomed new Ministers for Women, Harriet Harman and Barbara Follett; we have changed sponsor departments, leaving the Department for Communities and Local Government and, via the Department for Work and Pensions, are now incorporated into the newly created Government Equalities Office; in February, we moved from our old offices in Ashdown House to Eland House. I was also honoured to be appointed Chair, shortly before the end of the year, in March, following an open-recruitment exercise.



The first Light Touch Review of the WNC since 1999, reported in the Autumn, and I and the WNC Board welcomed the recommendations it made. The emphasis in the Review recommendations was around expanding WNC outreach activity and re-examining the way the WNC operates. It also recommended that Commissioners should receive remuneration for their input to WNC work. The Review concluded that there was a clear case for the continuation of the work of the WNC. Whilst there had been achievements on gender equality in recent years, it was acknowledged that there was still much to do and WNC was seen as an important mechanism to enable Government to connect directly with women's organisations. We are now working towards finalising the recommendations and building the Commission back up to full capacity.

It has been an exciting year for WNC. The new Ministers' for Women invited the WNC to run a major consultation with our partners and the wider public on their three key priorities areas: caring, violence against women and empowering ethnic minority women. In the consultation, we asked for women's views on these three priorities, and to find out if they were the right issues for Ministers to focus on. We were delighted to receive 243 responses from right across the UK, and arranged for Harriet Harman to hear at first hand the views of experts at a roundtable we organised in September. The results of the consultation are set out in the final report which is available on our website and the conclusions drawn from it have been incorporated as far as possible into our work. We hope that this will be the first of many consultations on the Minister for Women's programme and will encourage Government as a whole to include consultation with women through the WNC as a standard part of policy-making. We would like to thank all of those who contributed and whose hard work made the consultation such a success.

The WNC continued its work this year on violence against women, migration and asylum, equalities and BME and Muslim women. We are delighted that the Muslim Women's Network (MWN) has been successful in securing funding. This will enable them to formalise their legal status and governance structure, strengthen and expand their diverse membership base, and build sustainable leadership enabling them to continue independently. This follows a WNC model to

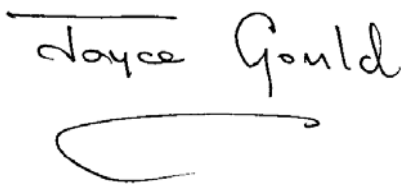
facilitate and capacity-build groups to help them engage with Government and to secure funding for them to operate without WNC support. We have continued with our VAW work and the VAW Groups have provided their expert advice to Ministers directly on several difficult areas, as well as engaging regularly with Government officials.

On the international front, we have had a busy year with our attendance at the 52<sup>nd</sup> session of CSW and the publication of our CEDAW Shadow Report. This is in preparation for the examination of the Government CEDAW Report in July 2008, the first since 1999. The shadow CEDAW report is a massive undertaking for WNC and whilst being resource intensive, it enables us to take a broad yet detailed look at what our partners are thinking on every single area relevant to women up and down the UK. It is also a vital and unique tool for everyone, for partners, Ministers, officials across Whitehall and of course, Government Equality Office colleagues, providing uniquely cohesive and coherent views from experts and practitioners on every aspect of women's issues.

The WNC held two successful partner events in Wales, in Llandudno in September and Swansea in October and enjoyed meeting existing and new partners, and hearing their views. We were also able to discuss the Minister for Womens' priorities and include their views in the Consultation report. Early in 2008, we also met with Welsh Equalities Ministers and Assembly members.

We are, as ever, very grateful for the assistance and commitment of all our partners, who form the bedrock of the WNC's activities. Much work went into updating our directory of partner organisations this year and there are now three versions available [online](#), categorised alphabetically and also by region and interest. I am pleased to announce that the WNC gained 39 diverse new partners this year, not only attesting to the WNC's standing, but more importantly, enabling us to better represent the women's sector and thus fulfil our function more effectively.

I have had an enjoyable, stimulating first year as WNC Chair, and look forward both to continuing now that the future of the WNC looks secure following the Review, and to the appointment of new Commissioners soon. We all look forward to working together in collaboration with our partners in the year ahead, ensuring that women's voices are heard at the heart of government. My thanks go to the Board of Commissioners and to Partners for all their hard work and support. I hope you enjoy reading this report.

A handwritten signature in black ink that reads "Joyce Gould". The signature is written in a cursive style with a long horizontal line above the name and a large, sweeping flourish below it.

Baroness Joyce Gould of Potternewton

## How the WNC Works

In order to fulfil our remit of providing a voice for women to Government, the work of the WNC involves undertaking consultations with partners on Government proposals, running working groups, organising information seminars and conferences, producing reports and policy papers, advising Government Ministers and the Government Equality Office, meeting visiting delegations, speaking at various events around the UK, and providing representation at international events.

### Chair and Board of Commissioners

The publicly appointed Board of Commissioners comprises women who represent different geographical areas and sections of the women's lobby across the UK. Specialist knowledge is provided by some of the appointees on Wales and Northern Ireland, for whom seats on the Board are reserved, and we are hoping to appoint a Scottish Commissioner soon. The role of the Commissioners involves providing strategic direction, offering advice on areas of expertise, acting as WNC representatives in various forums, chairing or participating in working groups and attending regular meetings of the Board.

The Board currently consists of Baroness Joyce Gould as Chair and includes Ranjana Bell, Baroness Anita Gale, Professor Liz Kelly CBE, Sabin Malik, Brenda King MBE and Bronagh Hinds.

The Board held five meetings during the 12-month period:

**22 and 23 May 2007** - Joyce, Bronagh and Sabin's first Commissioners' meeting.

**10 and 11 July** – Commissioners, joined by speakers Hayley Harris and Lynda Jones from DCLG'S Honours Secretariat, Angela Mason on the Discrimination Law Review and Sam Smethers from the Equal Opportunities Commission on the Gender Equality Duty.

**30 and 31 October** – Meeting attended by speaker Parliamentary Under-Secretary of State for Women and Equality, Barbara Follett MP.

**11 and 12 December** – Speaker Janet Gaymer, Commissioner for Public Appointments joined the Commissioners.

**18 and 19 March 2008** – Baroness Jean Corston and GEO Director, Janice Shersby spoke to Commissioners.

Following the conclusions of the Light Touch Review, the WNC intends to appoint a full Board of 12 Commissioners and, for the first time, Commissioners will receive remuneration for their work. Discussions are ongoing with GEO as our sponsor department regarding the future funding levels of WNC.

## **The Directorate**

The Directorate is made up of a small team of civil servants, which carries out the day-to-day work of the WNC. Its role is to: act as the central point for the WNC partners; organise dialogue with women and consultation meetings around the country on key issues; liaise between Government departments and women's groups on issues concerning women; manage the work programme of the WNC and the budget; co-ordinate and disseminate information; manage working groups; produce policy papers and liaise with the GEO in its work supporting Ministers' for Women. The team is often assisted in its work by interns from the UK and overseas. In addition, people sometimes join the Directorate on a short-term basis to work on specific projects.

The Director's role is to manage the WNC as an independent, non-departmental public body and deliver advice to Government which reflects the views of women and the sector, in line with the strategic steer from the WNC's Chair and Board of Commissioners. Susan Green took up the position of Acting Director in April 2007, following the retirement of Janet Veitch on 31 March 2007. Janet's innovative work at WNC raised the bar for women's engagement with Government and our thanks go to her for her commitment and hard work over the years as Director. We wish Janet the very best for a long and happy retirement.

This year, the priorities were to progress the recommendations from the Light Touch Review; run the online and outreach consultation and write the subsequent Report on the Ministers' for Women's priorities; draw up an Outreach and Communications Strategy and an International Strategy; draft a robust and comprehensive business bid for increased resources; deliver advice on Violence Against Women, Migration and Asylum and the views of Muslim women; consult women on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and draft the CEDAW shadow report; attend the Commission on the Status of Women; and take an active part in the equality agenda.

Over the course of 2007-08, we said farewell to several members of staff. Karin Snabb, Anber Raz and Erin Richardson have all moved on, and we wish them the best of luck. We also had several interns spending time with staff, including Polly Trenow and Daisy Sands who became temporary employees, Hannah Klein, Najla Ayubi from Afghanistan, Dilafruz Khaydarova from Uzbekistan, and Zainab Ebrahim Isa Al Derazi from Bahrain.

We also welcomed Leon Bond in May as Business Manager and welcomed Bethan Walker and Daniel Barrow back to WNC in August, Bethan as Assistant Business Manager and Daniel as Deputy Director, to help provide additional management support.

## **WNC Light Touch Review**

In last year's Annual Report, we described the setting up of a Light Touch Review of WNC and its operations. The Review team with advice and support from Government Equality Office (GEO) staff gathered evidence through the analysis of documents and reports, interviews with Ministers, Commissioners, staff and key stakeholders. Written feedback was also invited from a wide range of



stakeholders. Whilst the Light Touch Review was taking place, some of our work areas and activity to replace staff were put on hold.

The final Report was released on 15 February, for which our thanks go to the Government Equalities Office and the Ministers for Women, Harriet Harman and Barbara Follett for their help and support.

The emphasis in the recommendations in the Light Touch Review was around expanding WNC outreach activity and re-examining the way the WNC operates. Importantly, there was a welcome recommendation that Commissioners should receive remuneration for their input to WNC work.

The Review concluded that there was a clear case for the continuation of the work of the WNC. Whilst there had been achievements on gender equality in recent years, it was acknowledged that there was still much to do and WNC was seen as an important mechanism to enable Government to connect directly with women's organisations.

Further, the Review concluded that the WNC has an impact and influence which justifies the budget. With the changing equalities infrastructure, stakeholders were reassured that the WNC are well positioned to champion gender equality. The Review also concluded that the WNC Working Groups were a key mechanism for engaging with grassroots women's organisations.

Now that the Review has been completed and recommendations published confirming WNC's independence and secure position, we are working towards finalising the recommendations and building the Commission back up to full capacity.

The Light Touch Review Report is available on our [website](#).

## **Work of the WNC in 2007-2008**

### **Ministers' for Women Consultation - 25 July to 14 September**

The Rt. Hon Harriet Harman QC MP and Barbara Follett MP were appointed as Ministers' for Women and Equality in June 2007. On 17 July 2007, Harriet Harman announced to Parliament their three key priorities to focus on in their work with women:

These are:

- Supporting families, particularly as they bring up children and care for older and disabled relatives.
- Tackling violence against women and improving the way we deal with women who commit crimes.
- Empowering black and minority ethnic women to build cohesion within their communities and as a bridge between communities.

We were delighted that the Ministers asked the Women's National Commission (WNC) to carry out a national, public consultation on these three priorities. The consultation ran from 25 July to 14 September and we received 243 responses.

### Online consultation

The main strand of the consultation was conducted via an online survey, accessed through the WNC website. The online consultation was sent out to all partners and was disseminated widely throughout our, and their, networks. Online correspondents were asked a set of questions for each of the priority areas asking what the top issue for respondents was, how the issues might be practically taken forward in both the short and long term; and a question about whether these three priorities were the right ones.

Responses from the online consultation identified the following four issues as generating most interest/concern. The issues were given a grade, based on how often they were referenced in responses and the 'weight' of the organisation that highlighted them. The weighting was given to organisations and individuals based on how many people they represented and what their 'reach' was, i.e. whether they were individual, local, regional or national.

Priority	Score
Work within schools to educate young people on VAW and gender equality as part of the national curriculum in relationship education	114
Greater, sustainable funding for BMER women-only women's organisation	87
Integrated VAW strategy across all Government departments	82
Available, accessible, affordable and high quality childcare especially after school and during holidays	67

### Face to face consultation

We arranged many meetings and organised face to face consultations with experts in the priority areas through a Ministerial roundtable. The roundtable event was held on 6 September 2007 and was designed to enable the Minister for Women to hear responses to her three priorities first hand, from leading women who are active in civil society. GEO took part and attendees listened to Harriet Harman speak, and discussed solutions and barriers to achieving progress. Participants broke into groups to discuss the priorities in more depth. We know from discussions after the event that the Minister for Women was delighted with the level of debate that took place and the broad spectrum of expertise around the table.

We also took the opportunity to talk to Welsh women at WNC outreach events in Llandudno and Swansea (see below) on the priorities and organised further discussions for GEO with our working groups.



*Participants at the Minister for Womens' Priorities Roundtable*

WNC has published a comprehensive report of the consultation, available on the website, which also details the meetings and events that took place over the consultation period. We also ensured that the views of women from Northern Ireland and Scotland were well represented in the report.

The report reflects the strength of feeling from women's groups up and down the country and the views demonstrate a degree of consensus about the policies that affect women's everyday lives and how women want these to develop. All the views we received were fed back to GEO and Ministers to consider with policy colleagues from other Government Departments. Partners welcomed this opportunity to give Ministers and policy-makers their opinions and experiences and where possible, we are mainstreaming their priorities into all our work areas at WNC.

### **WNC Outreach Work**

The emphasis in the Light Touch Review was mainly on WNC outreach activity, so all of our activity has been brought together into one coherent Outreach and Communications Strategy which sets out a plan of action and priorities for our work for 2007-08, as resources allow. It takes in partnership analysis, maintenance of our partnership database, building relationships with under-represented groups, interface with all WNC partners and potential partners, events planning particularly in devolved nations, raising the profile and promoting the work of WNC, plans for information dissemination through a new website, a revamped newsletter and for future consultations.

Amongst other activities, we facilitated a meeting between Barbara Follett, Deputy Minister for Women and six key stakeholders in the UK women's sector. Issues discussed included women in the criminal justice system, violence against women, the gender pay gap and the Gender Equality Duty. The meeting was part of the WNC's ongoing remit to maintain and improve communication between organisations working for gender equality and relevant Government ministries.

### **Partner events in Llandudno and Swansea - September/October 2007**



*Participants at the Llandudno event*

In 2007, we held two partner events in Wales; we felt it was important to ensure that we were reaching women in both North and South Wales. On 15 September 2007, we held the first of these events at the St Georges Hotel, Llandudno.

The event was attended by Betty Williams, MP and WNC Commissioner Anita Gale. Delegates received presentations from Moira Randall from Women's Voice, (formerly Wales Women's National Coalition) and Adele Baumgardt, of the Wales EOC, who spoke on *'How the Commission for Equality and Human Rights will work in Wales'*. We received excellent feedback from this event with all attendees rating the day as either 'very good' or 'good'.

Our Swansea event took place on 20 October 2007 at the Guildhall, Swansea and was generously hosted by the Lord Mayor of the City and County of Swansea, Councillor Susan Waller. The event included presentations from Val Lloyd AM Swansea East, Baroness Joyce Gould, Interim Chair of the WNC who spoke on 'How the WNC works with Government and Partners', Kate Bennett, the Director of the EHRC Wales who gave a presentation on 'How the Commission for Equalities and Human Rights will work in Wales' and a presentation from Catherine Thomas from Women's Voice. Again, very positive feedback was received from the delegates, with most rating the day as either 'very good' or 'good'.

Both events gave delegates an opportunity to discuss the Minister for Women's priorities in smaller break-out groups. Attendees at both events also had the chance to discuss the role of the Welsh Commission for Equality and Human Rights and the broader role of the WNC. The evaluation forms returned by delegates confirmed that they found both seminars to be useful, interesting and enjoyable.



*The panel at the Swansea Event*

### **Visit to Cardiff - 30 January 2008**

As part of our outreach work, representatives from the WNC, Baroness Joyce Gould, Commissioner Baroness Anita Gale and Acting Director, Susan Green met with Brian Gibbons, Equality Minister for Wales and Wales Minister for Children, Education and Lifelong Learning, Jane Hutt, on 30 January 2008. Their discussions included the final report and evaluation of the Equal Pay Campaign in Wales and specialist hostels for women exiting prostitution/trafficking.



*WNC representatives with our colleagues in Cardiff*

Earlier in the day, Joyce, Anita and Sue also met with Councillor Sophie Howe and Sue Dye from the new Wales EHRC. This new equality body is set up in the image of the England EHRC but takes into account specific issues for Wales. Sophie kindly contributed a piece for our Spring newsletter on the work of the Wales EHRC (which can be accessed via our [website](#)). Lunch was then held with Welsh Assembly Members from the Cross-party Democracy Group, providing useful networking opportunities. The day closed with a visit to one of our partner organisations in Cardiff, BAWSO (Black Association of Women Step Out). They are an impressive organisation providing frontline services to BME women, priding themselves on giving informed choices and a place of shelter to BME women. They told us about their research on FGM prevalence and forced marriage.

### **Northern Ireland Outreach Event**

Northern Ireland Commissioner, Bronagh Hinds held a Partners' meeting in Belfast in November 2007 at which partner organisations had the opportunity to discuss the review of the WNC and the WNC's workplan. The priorities chosen by the Ministers' for Women were also a talking point with Northern Ireland partners, who made a submission to the WNC consultation, keen to ensure that UK priorities reflected the nations' and regions' concerns. Several WNC partner organisations are involved in the Bill of Rights for Northern Ireland and particular concerns were aired about the marginalisation of women in the deliberations on the Bill. Baroness Gould wrote to the Chair of the Bill of Rights Forum during the year, seeking greater gender balance in the composition of Forum committees and this had some impact, and the priority now is to ensure that women are reflected in the Bill.

### **International Women's Day**

As part of International Women's Day, our Chair, Baroness Joyce Gould, led a House of Lords debate on Thursday 6 March 2008. The Government's annual International Women's Day debates in the House of Lords and House of Commons give parliamentarians in both Houses the opportunity to consider and discuss issues central to the lives and well-being of women in the United Kingdom and the rest of the world.

The titles of this year's debates were:

- *Women's Representation in Democracy* (House of Commons).
- *To ask Her Majesty's Government what assessment they have made of the impact of Government policy on the lives of women and girls, and their priorities for the future*, (House of Lords).

### **Realising our Potential; Promoting the Talents of Muslim Women**

The WNC was also present at an event held by the North West Regional Assembly: Realising our Potential; Promoting the Talents of Muslim Women'. Here the WNC promoted both its work as well as that of the Muslim Women's Network (MWN-UK). Delegates were very interested in learning about both WNC and the MWN-UK and all the publications and literature provided were very popular. Please click here for the [full report](#) of this successful event.

In the coming year we hope to expand our outreach events, particularly in areas of the country that can often be under-represented in communicating with Government.

### **Work with Overseas Delegations**

On Wednesday 13 February, the WNC hosted a meeting for a group of eleven professionals from Bahrain, Brazil, Cambodia, Cameroon, Egypt, Jordan, Malaysia, Philippines, Tunisia, Turkey and Uzbekistan. This group work on gender equality issues in their own countries and come from a range of institutions, including Government, United Nations agencies, and civil society organisations. The group were part of the Chevening Fellowship Programme which enables overseas students to study in the UK and are enrolled on the "Gender, Social Justice and Citizenship Programme" at the Development Planning Unit (DPU) of

University College London. The Chevening Programme is sponsored by the UK Foreign and Commonwealth Office.

The meeting included presentations from Baroness Margaret Prosser, Deputy Chair of the Equalities and Human Rights Commission and Janet Veitch, Co-Chair of the Women's Budget Group and Vice-Chair of the End Violence Against Women Coalition, as well as Mutanser Ashraf of the WNC.

Through the year, the WNC gave presentations and discussed its work with several delegations including representatives from the Ministry of Social Affairs and charities from Saudi Arabia, Ms Mariko from the Institute for Gender Studies, Ochanomizu University, Japan and Mr Katsumi Ishizu the First Secretary for Labour at the Embassy of Japan. These presentations resulted in some fruitful and interesting discussions, and allowed delegates from other countries to find out more about the unique position of the WNC in the UK women's sector.

### **Partnership**

The WNC's [Directory of Women's Organisations in the UK](#) was published in February 2008 after a year-long process of updating and analysing WNC partnership including analysis by interest, region and equalities strand. The directory comes in three formats, one with all our partner organisations listed A-Z, one documenting organisations by region in the UK and the other looking at partners in terms of their interest groups. All three are available on our website for viewing. We have been receiving amendments on the current version and will continue to update more consistently and make it available on our website.

Between June 2007 and March 2008, we gained 39 new partners including 16 new individual partners. However, since the last Directory of Women's Organisations in the UK in 2005, around 70 partnerships have lapsed, many of these due to organisations closing due to lack of funding and support.

### **Website**

Over the year we have been working on improving our website as one of the ways we communicate with our partners and other interested bodies. The WNC successfully held its first online consultation on the Minister for Women's Priorities. The consultation received such a good response that we are continuing to look into other ways this means of consulting can be used.

We have begun working on a new website which will be more attractive, modern and accessible. We hope the new website will be launched by the end of the Summer 2008 and this will be detailed in ensuing newsletters.

### **Newsletter**

In 2007, the Newsletter was redesigned to reflect changes in WNC corporate identity. We continued with our quarterly newsletters, with partners receiving them in May, August, and December 2007 and February 2008. In fact, the Summer Newsletter 2007 elicited such a good response that a separate partner's newsletter was sent out. All are available on the WNC website.

## Working Groups

### Violence Against Women Working Group

The aim of the Violence Against Women Working Group (VAWWG) is to bring a cohesive voice of the violence against women (VAW) sector to Government. During 2007/08, the Group continued to be chaired by WNC Commissioner, Professor Liz Kelly, who is also the Director of London Metropolitan University's Child and Women Abuse Studies Unit (CWASU). The Directorate work for this group was delivered by Erin Richardson, Polly Trenow and Maria Turay over the year.

During 2007/08, the VAW group met quarterly, as did both its sub-groups. Government officials regularly attend these meetings to listen, seek advice, and respond to the group's concerns and recommendations on VAW. For example, the group met with officials from the Ministry of Justice to discuss the Murder Review; Home Office and Government Equalities Office who spoke on the publication of the Public Service Agreements; and with the Local Government Association Champion on Domestic Violence, officials from the Foreign and Commonwealth Office, Department for International Development, and the Communities and Local Government Department. A representative from the Government Equalities Office now regularly attends the VAWWG meetings.

Since October 2007, the WNC has facilitated partnership working between the domestic and sexual violence sectors to develop National Service Standards on Domestic and Sexual Violence, funded by the Home Office. The group has also contributed to various other national developments at its quarterly meetings, including the Forced Marriage Bill; Government Gender Equality Schemes; the introduction of third-party injunction applications (section 60 of the Family Law Act 1996); the progress of the National Service Standards on Domestic and Sexual Violence; Multi Agency Risk Assessment Conferences (MARACs) and VAW work by the Department of Health. The VAWWG has also contributed to the WNC Shadow Report for the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), and the accompanying thematic shadow report on VAW, produced by the End Violence Against Women (EVAW) campaign.

During this year, members of the VAW Group responded to consultations and provided expert advice to Government Departments on issues as varied as the Discrimination Law Review; the National Action Plan on Sexual Violence and Abuse; Commissioning Health Services; Equalities legislation; Minister for Women priorities; National Service Standards for Domestic and Sexual Violence; Forced Marriage; Commissioning Services for the Third Sector strategy, and the Home Affairs Select Committee Enquiry into domestic violence. The VAWWG welcomed the Crown Prosecution Service consultation on their national VAW Strategy, and contributed to the resultant strategy published in April 2008.

The WNC also facilitated individual meetings between VAWWG members and Government departments: the WNC Chair met with the Minister for Women on funding issues facing the women's voluntary sector; VAWWG members also met

officials in HO, DFID, and FCO to discuss FGM, and with GEO to discuss the progress of the Ministers' for Women's priorities.

Members of the WNC Directorate have also attended many meetings to represent the Group for example: Women's Resource Centre launch of their work on women's organisations and Local Strategic Partnerships; a Forced Marriage Unit conference; the Womankind launch of 'Challenging Violence', their report on VAW education in school; a talk on the 'Swedish Model of Prostitution' at the House of Commons; and the Women's Aid launch of 'Kidspeak', their resources for children witnessing violence in their families.

### **The Sexual Violence Policy Sub-Group (SVPMG)**

The SVPMG, chaired by Liz Kelly, maintains effective links with Government officials from a number of departments and statutory bodies, such as the Home Office, Department of Health, Crown Prosecution Service, Greater London Authority and the National Policing Improvement Agency. As part of the SVPMG annual work plan, the group has written an important briefing paper on prostitution and an article on consent for the Teenage Pregnancy website. Group members have considered how to tackle trafficking and prostitution to secure safe games in the 2012 Olympics, and have met with various government officials on funding the sexual violence sector in local areas. The Group has also provided feedback on the Guidance for Crime and Disorder Reduction Partnerships on tackling sexual violence and has actively worked with Women's Aid to contribute to the National Service Standards for Domestic and Sexual Violence Services.

Baroness Gould then met with Deputy Minister for Women, Barbara Follett and WNC Commissioner Liz Kelly in order to discuss funding for rape crisis centres. Happily, funding for these organisations was later made available by a coalition of Government Departments.

### **The Domestic Violence Policy Monitoring Sub-Group (DVPMG)**

The DVPMG, co-chaired by Nicola Harwin (Women's Aid) and Hannana Siddiqui (Southall Black Sisters), has monitored, through engagement with relevant officials, Government policy around domestic violence and the implementation of the National Domestic Violence Delivery Plan. Group members contributed to the CEDAW Thematic Shadow Report on VAW, the Home Affairs Select Enquiry into Domestic Violence, and the development of National Service Standards for Domestic and Sexual Violence Services. The group has responded to various challenges throughout the year including the lack of funding and closure faced by vital specialist BME services; the issue of 'no recourse' to public funds; the Supporting People Programme and accompanying roll-out of Local Area Agreements and the impact this has on local services; Government's increasing focus on forced marriage, honour-based violence and the community cohesion agenda.

### **Migration and Asylum Working Group**

The Migration and Asylum Working Group met several times throughout the year, in April, July and October in 2007 and January and April in 2008. The group has met with several officials within these meetings including David Howarth; an official from the Lord Goldsmith's Citizenship Review who gave an overview of the



review to date and sought input from the group on a number of key concerns that have so far been flagged up by the Review. The group also met with Jeremy Oppenheim from the UK Borders Agency to discuss the UK Action Plan on Trafficking in Human Beings and with Wally Ford from the GEO to discuss the Discrimination Law Review consultation.

The group also welcomed WNC commissioner, Sabin Malik, as the new Chair of the group. Sabin led a discussion on the group's work plan for 2008 and it was decided that the key issues of trafficking for forced labour and the lack of awareness of migration and asylum issues, particularly amongst service providers, would form the cornerstones for the group's work plan for 2008.

Activities for the group this year included:

- Input into the UK CEDAW Shadow Report.
- Ongoing meetings and dialogue with the UK Borders Agency around gender guidelines, the points-based system and no recourse to public funds.
- Meeting with the trafficking co-ordinator from the Home Office. As a result, the group are developing a document to identify gaps in UK Action Plan.
- Met with GEO to talk about Minister for Women priorities.
- Follow up on Minister for Women priorities in relation to refugee and asylum-seeking women and women with insecure immigration status.
- Met with GEO to talk about DLR.
- Met with Ministry of Justice to talk about the Review on Citizenship.
- Examining citizenship and integration.
- Attending by members of VAW Group to give comprehensive, cohesive voice of the immigration sector.
- Providing a response to a statement of intent to highly skilled migrants programme.
- Meeting with EOC who spoke to the Group on the Gender Equality Duty.
- Ongoing work on the UK Action Plan on trafficking.
- Developing a strategic workplan for the coming year, looking at trafficking for forced labour as a priority issue and a gender impact assessment of the points-based system as it is rolled out.
- A plan to develop a gender strategy on refugees.

### **The Muslim Women's Network (MWN)**

In March 2007, the MWN successfully secured funding for a period of 18 months from the Joseph Rowntree Foundation. This will enable them to formalise their legal status and governance structure, strengthen and expand their diverse membership base, and build sustainable leadership. We are delighted that the MWN have been successful and have been able to fund their independence. With some WNC support, this money will enable them to provide their own co-ordinator, travel costs, etc. This follows a WNC model to facilitate and capacity build groups to engage with Government and to help them gain funding to operate independently.

In the interim, the WNC have continued to facilitate the MWN's meetings and ensure communication channels with Government remain open. Much of the

meetings' agendas have been given over to business concerning the independence of the MWN including making and receiving funding bids, extending partnership and awareness-raising. In addition to the Joseph Rowntree funding, the MWN also received funding from the Department of Health for two events looking at barriers to access of services by Muslim women.

### **MWN Health Workshops**

Building on the *She Who Disputes* listening exercises in 2006, the MWN carried out two facilitated workshops in Blackburn and Bolton in early 2008 with a wide variety of Muslim women. These workshops saw Muslim women set the agenda themselves, based on agreed ground rules and respect for others.

The workshops were divided into four parts with no further direction on what the conversation should entail. The four parts were:

- Women's Health Concerns
- Concerns specific to Muslim Women
- Concerns specific to you
- Solutions

The health workshops were held on 16 January in Blackburn and 17 January in Bolton. There was an excellent turnout in Blackburn with slightly fewer in Bolton. The main issues raised included increased access to female GP's and women-only spaces, lack of confidentiality between patients and health professionals and better education in the community. The women were keen to offer suggestions on improving services, which included:

- Appropriate training for healthcare professionals so care is more holistic and more informed.
- A partnership approach that incorporates key stakeholders within the Muslim community to ensure messages are appropriately conveyed.
- Most importantly the women spoke of the need for confidentiality measures to be supplemented with transparent and independent accountability measures.

The report of the workshops has been sent to the Department of Health and we look forward to them reporting on the recommendations.

### **Gender, Islam and Advocacy Workshop**

The MWN were also granted funding from the Department for Communities and Local Government for a five day workshop for community workers on Gender, Islam and Advocacy between 17 and 21 March 2008. The aim was to strengthen delegates' capacity to: engage more effectively and visibly with power structures within their own communities; and become a more effective and visible part of community leadership vis-à-vis local and national government.

The workshops, led by international Muslim scholars, included work on:

- The historical and social development of Muslim jurisprudence, and social construction of Sharia.

- The diversity of Muslim practices and interpretations of Islam.
- Progressive scholarship examining gender relations in Islam, including women's leadership.
- Women's rights in Muslim family laws and family law reform campaigns across Muslim contexts.

It is hoped that delegates gained an understanding of their rights and duties to demand satisfactory explanations from (religious and community) 'authorities' and greater knowledge of where to look for alternative explanations and interpretations of Islam. Workshop participants hope to set up a network to develop the process of learning and mutual support. Further workshops are planned so that more Muslim women can become knowledgeable about their rights and be empowered. It is hoped that future workshops can also include men.

### **Muslim Women Advisory Group**

In November 2007, WNC Commissioner, Sabin Malik and several members of the MWN were asked to join the New Muslim Women Advisory Group (NMWAG) set up by Hazel Blears. NMWAG is led by 19 Muslim women representing a wide spectrum of communities, professions and traditions. They will discuss issues and concerns that affect Muslim women, for example education, employment, access for women to mosques and their management committees, and cultural barriers including issues around forced marriages.

We are also delighted that during 2007, two of the MWN members received honours: Parvin Ali, founder director of Fatima Women's Network, was awarded an OBE for 'services to diversity' and Professor Haleh Afshar was made a new, 'cross-bench' peer. Over the course of 2007-08, the WNC's work with the Muslim Women's Network was led by Mutanser Ashraf with support from Bethan Walker, Polly Trenow and WNC interns.

### **International Work**

All of our activity on International areas has been brought together into one coherent International Strategy, which sets out a plan of action and priorities for our work for 2007-08, as resources allow. It aims to bring together the views of women around the UK and contributes to Government policy, builds capacity to actively engage with international instruments and plans for CEDAW and CSW activity.

### **Women's Human Rights E-Network (WHRE)**

The WHRE was established to bring together the views of women from around the UK on international issues, to lobby government on key topics, and to contribute to government policy. This work has been led by Shelly Dowrich.

The WNC has responsibility for two ongoing work areas: producing a Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) shadow report, and preparing for the Commission on the Status of Women (CSW) annually. The e-network made significant contributions to the WNC's CEDAW Shadow report and participated in activities before, during and following CSW.

The e-network is open to WNC partners, and organisations and individuals interested in learning more about women's human rights and gender equality from an international perspective. In a regular email circulation, e-network members receive up-to-date information on gender issues in the international arena, invitations to events and seminars, information on current government and NGO initiatives, and have opportunities to contribute to consultation exercises.

### **Commission on the Status of Women (CSW)**

The 52nd Session of the Commission on the Status of Women (CSW) took place at the United Nations in New York from Monday 25 February to Friday 7 March 2008. The CSW is held annually at the United Nations in New York in late February and/or early March. The object of the Commission is to promote

implementation of the principle that men and women shall have equal rights.



Joyce Gould chairing the WAFE side-event at CSW52, at the UK Mission in New York.

CSW was the preparatory body for the 1995 Fourth World Conference on Women in Beijing — the outcome of which was the Beijing Declaration and Platform for Action (PfA). The UN General Assembly mandated the Commission to play a central role in monitoring the implementation of the PfA and this has been the main focus of work for CSW since 1996. Generally, a priority theme is selected each year for the

Commission to focus on, and the agreed conclusions developed from the priority theme of the preceding year's CSW are also reviewed.

The priority theme being examined at CSW was *Financing for Gender Equality and the Empowerment of Women*. The review theme was *Women's Equal Participation in Conflict Prevention, Management and Conflict Resolution and in Post-Conflict Peace Building*. This year, the UN also announced an 'emerging theme' which was *Gender Perspectives on Climate Change*.

Prior to the start of CSW in mid-February, we held a joint pre-CSW event with the Government Equalities Office at the House of Lords. The event was aimed at briefing those NGOs planning to attend CSW and those with an interest in the proceedings, on preparations for CSW52 and to meet the delegation. As well as representatives from WNC and GEO, officials from the Foreign and Commonwealth Office, the Department for International Development and the Treasury also attended.

### **CSW Attendance**

CSW52 had another successful year, with reportedly more NGOs attending than ever before. CSW is one of the largest events in the UN's calendar and is in part down to the intelligent and persistent lobbying of member states and the UN authorities by NGOs from across the globe. This year, the UK had a wide range of NGOs represented, with over 50 UK representatives attending.

The UK Delegation to CSW this year was led by Ann Keeling, Head of Gender Equality Policy at the GEO. Attending for WNC were WNC Chair, Baroness Joyce Gould and Deputy Director, Daniel Barrow. Also attending were MPs, Hilary Armstrong and Eleanor Lang, plus Baroness Anelay, all on a Parliamentary delegation.

### Role of the WNC

The WNC acts as a focal point for, and a link between, the many UK NGO representatives attending CSW, and members of the UK Government Delegation who are involved in the formal negotiations. WNC co-ordinated and facilitated daily morning and evening meetings of NGOs to share their knowledge and experiences with each other and to receive updates from members of the UK delegation on the progress of the formal negotiations.

### NGO Side Events

Whilst formal negotiations and discussions are going on, many NGOs organised side events to take place throughout the day, on a wide range of subjects, usually relating to one of the themes. WNC had a joint event, titled, *An Economy for Equality?* with the UK Women's Budget Group (WBG) and was chaired by WNC Chair, Baroness Joyce Gould. Speakers included Professor Diane Elson (Member of the UN Taskforce on Millennium



Baroness Gould with UK Ambassador Sir John Sawers at CSW 52, New York – February 2008.

Development Goals) who gave an overview and definitions of gender budgeting. Diane was followed by Janet Veitch (WBG Co-Chair) who spoke about the work the WBG has taken forward on gender budgeting with HM Treasury, covering gender mainstreaming, the Gender Duty, and details of WBG projects. Janet was followed by Lucia Perez Fragoso of Equidad de Genero (Gender Equity, Mexico), who gave a summary of her experiences and successes, working in Mexico City with the city authorities and with the Mexican Treasury. The event was very well attended with many interesting questions coming from the floor. WNC also submitted a Written Statement on the main theme, which all NGOs are permitted to do.

Joyce Gould chaired several other events, including The National Council of Women of Great Britain (NCWGB) event, *The effects of War on Women and Children*, with speakers from the Sudan, Nepal, Fiji, Iraq, Afghanistan and the UK; and the International Federation of Women Against Fundamentalism and For Equality (WAFE)'s event, *Helping Women Help the Planet*.

### Other CSW Events

The Ambassador to the UN, Sir John Sawers, hosted a Reception for NGOs attending CSW. This event was a great success and provided an informal opportunity for members of the UK Delegation and UKMIS staff, to meet with those NGOs attending CSW52. At the Reception, Joyce Gould presented the Ambassador with a book of Ned Sherrin's theatre anecdotes.

Joyce and Daniel also attended a Reception hosted by the International Council of Jewish Women (ICJW) and Daniel joined representatives of the Northern Ireland European Women's Platform (NIWEP) for dinner and discussion on Thursday 28 February.

### **Convention on the Elimination of Discrimination Against Women (CEDAW)**

WNC is responsible for the production of the UK Shadow Report on the UN Convention on the Elimination of all forms of Discrimination Against Women, which it produces in consultation with all WNC partner organisations. It submits the final report to the UN in parallel with the UK State Report, every four years.

The UN CEDAW Committee relies on the information contained in our Shadow Reports to provide it with a complete picture of the UK Government's progress in implementing its obligations under CEDAW, including where further work is needed.

The WNC started the process of gathering material to produce the report in late 2006 (and the completed report was passed to the CEDAW Committee on 1 May 2008). It was produced in consultation with over 500 WNC partners and working group members, both organisations and individuals, who were consulted extensively over almost a two-year period. The report provides briefing on the whole range of inequalities which face women in the UK, and where opinions are divided, that diversity is reflected.

The main recommendations made in the Shadow Report include: that the Government implement a long term, integrated strategy on violence against women; that compulsory Personal, Health and Social Education (PHSE) includes both Sex and Relationships Education; and that the Government impose mandatory pay audits and increase childcare provision.

### **Iraqi Women's Internship Programme**

The Iraqi Women's Internship Programme, a pioneering model of international capacity-building, began in December 2004 and ended in September 2006. Funded by a grant from the Department for International Development's Civil Society Fund (CSF) via the British Council, it aimed to build the capacity of Iraqi women's civil society organisations (CSOs) to engage more effectively with national decision-making. The programme ran twice during this period; each round comprised two phases. In Phase One, a selected group of Iraqi women underwent a comprehensive programme of capacity-building in the UK (and Canada in 2005 only), whilst in Phase Two they each planned to cascade train a minimum of 25 women from their networks in Iraq. A monitoring meeting was held at the end of the programme in Jordan, to enable both groups of participants to discuss with the programme co-ordinator their progress and learning. We are delighted that the direct cascade training benefited 628 people.

The final report '*A Journey of Discovery*' was published in May 2007, and launched in June 2007. The launch took place at the Mother's Union, London and was attended by former WNC Chair Baroness Margaret Prosser, and former WNC Director, Janet Veitch. The report, available on our website, was very well

received and discussions are ongoing about taking forward a similar programme in the future.

## Conclusion

The year has held many exciting challenges for WNC, particularly with the Minister for Women's consultation and the Light Touch Review. The emphasis in the Light Touch Review was mainly on WNC outreach activity, so our aims, with the resources available, have been to put the majority of WNC resource into that area with a full time Outreach Manager, part time assistant and two part time interns to revamp and update our extensive database of more than 3000 contacts. With outreach events in Wales and Northern Ireland, a revamped newsletter and blossoming partnership numbers, we are also looking at 'piggybacking' activities with partners whilst building links particularly with some disability organisations and young women. The Outreach Strategy builds on this and the Light Touch Review by anticipating some exciting activity for the new Commissioners, but is, of course, dependent on sufficient funding. We are delighted that Commissioners will be paid for the first time thanks to the Light Touch Review.

Whilst we are well known for our working groups, they continue to cost just a fraction of our budget to manage, at around £3K. The two staff who work on the VAW and Migration and Asylum groups also work on a whole host of other areas: equalities including the Gender Equality Duty and the Equality Bill, honours, the International Strategy including CEDAW and CSW and women in public appointments. Staff have established a strong level of engagement across Whitehall.

We are also working hard to support Ministers on their priorities and are working with GEO to run a consultation on the Corston recommendations with partners. We have also been looking for sometime at ways to best advise GEO and Home Office with a Violence Against Women Strategy. We were delighted to be able to provide expert help with the Murder Review issues and GEO tell us that the briefing paper on this and the Q and A on prostitution have been particularly useful to Ministers.

With CEDAW, the working groups, newsletter etc and meetings with a host of organisations such as UNIFEM, NAWO, Fawcett, YWCA, EHRC, GEO, WOMANKIND Worldwide, National Federation of Women's Institutes, the Equality and Diversity Forum and the End Violence Against Women Campaign means that we can pass on a spectrum of views to Government and Ministers.

With the mammoth task of the CEDAW report achieved and our activity on the Light Touch Review recommendations completed, we are in an excellent position to take forward new and exciting work with the new Board of Commissioners. It is thanks to the WNC Commissioners, partners and Directorate staff that WNC has achieved so much this year, including our consultation on the Minister for Women's Priorities and finalising the groundbreaking Iraqi Women's Internship Programme. With sufficient funding in place, we look forward to fully utilising the talent of the new Board and use the expertise of the Directorate to support them to go from strength to strength.

## Financial Report

### WNC Budget for FY2007/08

Unconfirmed Baseline Budget	£330,000
Income	£10,500
<u>Total</u>	<u>£340,500</u>

### Expenditure during FY2007/08

Staff Salaries	£301,103
Travel and Subsistence	£4,041
Conferences & Meetings	£6,018
IT, Administration & Stationery	£3,912
Training	£2,444
Policy Development	£9,617
Board of Commissioners	£10,264
<u>Total</u>	<u>£337,399<sup>(1)</sup></u>
Under-spend	£3,101 = 0.91071%

#### Notes

<sup>(1)</sup> Some payments for CSW (March 2008) totalling £3,297 are not showing on the departmental accounts system and consequently do not appear to have been paid during this financial year. If this was included, the account would be overspent by £196.



## WNC Partners (at March 2008)

1990 Trust	British Pregnancy Advisory Service (BPAS)
4Children	British Women Pilots' Association
A Brave New World Ltd	Brook
AAINA Asian Women's Group	Bryson Charitable Group
Abortion Rights	BTCV
Active Learning Centre	Business and Professional Women Northern Ireland
Adele Baumgardt Consulting	Business and Professional Women UK
Adept Community Development Agency	Business Ethics Ltd
African and Caribbean Women's Association (ACWA)	Cambridge Association for Women in Science and Engineering
African Women's Council/African Families Foundation	Campaign to End Rape and Truth About Rape
African Women's Welfare Association	Cardiff Women's Safety Unit
Age Concern England	Carers UK
Age Concern Scotland	Catholic Women's League
Al-Nisa Association NI	Chaste UK
AMICUS	Children in Scotland
AMICUS Wales	Church Army Women's Day Centre
Amina the Muslim Women's Resource Centre	Church of Scotland Guild
Amnesty International UK - London	Churches Together in Britain and Ireland
Angel International GB	Churches Together in England - Women's Coordinating Group
Arab International Women's Forum	Chwarae Teg
Ardmonagh Family and Community Group	CIS'ters (Childhood Incest Survivors)
Ardoyne Women's Forum	City Women's Network
Army Families Federation	Colchester Rape Crisis Line
Asian Women's Network	Colwyn Girl Guiding
Associated Country Women of the World	Commonwealth Countries' League
Association for Improvements in the Maternity Services (AIMS)	Communication Workers Union Women's Advisory Committee
Association of Baha'i Women UK	Community Development Foundation - European and International Unit
Association of Jewish Women's Organisations in the UK	Community Practitioners' and Health Visitors' Association
Association of Radical Midwives	Community Transport Association Ltd
Association of Teachers and Lecturers	CONNECT
Association of Teachers' Widows	Conservative Women's Organisation
Association of Women Barristers	Co-operative Women's Guild
Association of Women Solicitors	Co-ordinated Action Against Domestic Abuse
Asylum Aid	Cruse Bereavement Care
Balliol Women's Society	Cullyhanna Women's Group
Ballybeen Women's Centre	Cunliffe Centre
BAWSO Ltd	Daycare Trust
Bedford Centre for the History of Women	Department for Transport
BETI (Birmingham Empowerment Training Initiative)	Derby Women's Centre
Birmingham Women's Advice and Information Centre	Derry Well Woman
Black Women and Europe Network	Early Education
Black Women's Health and Family Support	Eaves Housing
Black Women's Mental Health Project	Educational Institute of Scotland (EIS)
BME Women's Forum	ELBWO Centre
Breast Cancer Care	Endometriosis UK
British Association for Women in Policing	ENGENDER
British Association of Early Childhood Education	Equality Commission for Northern Ireland
British Association of Women Entrepreneurs	EQUINOXCARE
British Computer Society	European and International Unit
British Federation of Women Graduates	European Federation of Black Women Business Owners
British Housewives' League	European Union Of Women - British Section

European Women's Lobby	Junior League of London
Every Woman Ltd	Kurdish Women's Rights Watch
Fair Play Partnership	Labour Party
Family and Youth Concern	Lambeth Young Women's Project
Family Education Trust (Family and Youth Concern)	Law Centres Federation
Family Mediation Scotland	League of Jewish Women
Family Planning Association	LeicestHERDay Trust
Family Planning Association (N Ireland)	Local Government Staff Commission for Northern Ireland
Family Youth Concern	London Borough of Islington Women's Equality Unit
Farm Women's Club - Farmers Weekly (FWC)	Low Pay Commission
Fawcett Society	Making Tracks
Federation of Women's Institutes of NI	Mansfield District Council
Feminist Library and Information Centre	Married Women's Association
Footprints (UK)	Mary Seacole Memorial Association
Footprints Women's Centre	Medical Women's Federation
FORWARD	Men, Women and God
Foundation for the Study of Infant Deaths	Menopausal Research and Information Service
Foundation for Women's Art	Merched Y Wawr
Full Time Mothers	Methodist Women in Ireland
Fundango (UK) Ltd	Middlesex University
Gender and Justice Policy Network	Milton Keynes Women and Work Group
Gender in Education	Minerva - The Independent West Midlands Women's Alliance
Gender Statistics Users Group	Multi Cultural Resource Centre
Genuine Empowerment of Mothers in Society	Muslim Voice UK
GFS Platform for Young Women	Muslim Women's Network UK
Ginger Bread NI	National Alliance of Women's Organisations (NAWO)
Girguiding UK	National Assembly of Women
Girl's Brigade England and Wales, The	National Association of Diocesan Advisors in Women's Ministry
Global Consultant on Public Health, FGM and surgical reversals (GCPH)	National Association of Head Teachers
GMB Britains General Union	National Association of Ladies' Circles (GB+1)
GMB Scotland Regional Rights Committee	National Association of Widows
Greater London Authority	National Association of Women Pharmacists
Greenwich Chief Executives Social Inclusion and Justice Division	National Association of Women's Clubs
Griot Institute	National Board of Catholic Women of England and Wales
HALT (Help, Advice and Law Team)	National Childbirth Trust
Haven Paddington	National Childminding Association
Hillcroft College	National Consumer Council
Hindu Women's Network	National Council of Women of Great Britain
Home-Start Conway	National Federation of Women's Institutes
Hope Medical and Educational Aid	National Federation of Women's Institutes Wales
Housing For Women	National Group on Homeworking (NGH)
Hull Women's Centre	National Women's Register (NWR)
I Village UK	NETWORK
Infertility Network UK	Newham Asian Women's Project
Institute of Chartered Accountants for England and Wales - Narrowing the Gap	Nexus Institute
Institute of our Lady of Mercy	North East Asian Women's Network
Intellect's Women in IT Forum	North East Ecumenical Women's Group
International Alliance of Women	North London Cooperative Party Council
International Council of Jewish Women	Northern Ireland Childminding Association
International Federation for Home Economics (UK Section)	Northern Ireland Women's European Platform
International Federation of University Women	Object
Irish Congress of Trade Unions	One Parent Families/ Gingerbread
Joint Council for the Welfare of Immigrants	Opportunity Now
Josephine Butler Society	Overseas Women's Club

Oxfam GB	The Prince's Trust
Parentline Plus	The Roselle Antoine Foundation
Peterborough Women's Centre	The Royal British Legion Women's Section
Pink Parents	The Union of Catholic Mothers
Pre-School Learning Alliance	Toc H
Probus Women's Housing Society Ltd	Townswomen's Guild - Northern Ireland
Professional Coaching and Development Consultancy	Townswomen's Guilds
Public and Commercial Services Union	Trades Union Congress
Queen's University Students' Union	Training for Women Network
Rainbo	Training Opportunities
Rape Crisis and Sexual Abuse Centre (NI)	TUC
RASASC (Rape and Sexual Abuse Support Centre)	TULIP GROUP
Refugee Action	UK Asian Women's Conference
Relate	UK Resource Centre for Women in Science Engineering Technology
Relatives and Residents Association	UK Sport
Rights of Women	UNIFEM
Royal College of Midwives	Union Of Catholic Mothers, The
Royal College of Nursing	UNISON
Royal College of Nursing Northern Ireland	UNISON Wales
Royal College of Surgeons of England	Unite the Union T and G section Welsh Officer
Royal Society of Chemistry - Women Members Network	United Nations Association UK
Safra Project	United Reformed Church (Community of Women and Men in the)
Sahara Communities Abroad (SACOMA)	University of Bristol
Salvation Army	University Women's Club
Savana	vis-à-vis Research Consultancy Ltd.
School of Lifelong Learning	WAITS (Women Acting in Today's Society)
Scottish Baptist Women's Fellowship	Wales Assembly of Women
Scottish Council for Voluntary Organisations (SCVO)	Wales Domestic Abuse Helpline
Scottish National Party - Women's Forum	WAND (Women's Association for African Networking and Development)
Scottish Women's Aid	Warwick Anti-Sexism Society (WASS)
Scottish Women's Convention	WATCH (What About The Children)
Scottish Women's Rural Institutes	WATCH (Women And The Church)
SERTUC Women's Rights Committee	WEETU
Sheffield Women's Forum	Welsh Labour Women's Committee
Single Parent Action Network	Welsh Women's Aid
Sizanani Africa	West Rhyl Young People's Project
Social Inclusion Unit (Women's Opportunities Unit)	Widows for Peace Through Democracy
Society of Women Writers and Journalists	Windsor Women's Centre
Soroptimist International of Great Britain and Ireland	WITEC UK - European Association for Women in Science, Engineering and Technology
South Essex Rape and Incest Crisis Centre	WIZO.UK
South Wales Police Minority Support	Womankind Worldwide
Stakeholder Forum for a Sustainable Future	Women and Health
Standing Conference of Women's Organisation	Women and Manual Trades
Standing Together Against Domestic Violence	Women for Women International UK
Stonewall	Women in Architecture
Stonewall Cymru	Women in Banking and Finance
Stonewall Scotland	Women in Film and Television
STUC Women's Committee	Women in Jazz Charitable Trust
Suzy Lamplugh Trust	Women in Journalism
Swansea Chinese Community Co-op	Women in Management Network (WIM)
The Amar International Charitable Foundation	Women in Music
The London Centre for Personal Safety	Women in Physics Group - Institute of Physics
The Miscarriage Association	Women Into Business
The National Group on Homeworking	Women into Politics

Women Into Work - Building Futures  
Women Liberal Democrats (WLD)  
Women Living Under Muslim Laws  
Women of Africa  
Women Welcome Women World Wide  
Women's Sports Foundation (WSF)  
Women's Aid Federation England  
Women's Aid Federation Northern Ireland  
Women's Art Association  
Women's Business Network (North West)  
Women's Coalition for Palestine  
Women's Co-ordinating Group for Churches Together in England  
Women's Design Service  
Women's Employment Enterprise and Training Unit  
Women's Engineering Society (WES)  
Women's Environmental Network (WEN)  
Women's Farm and Garden Association  
Women's Food Farming Union  
Women's Forum Northern Ireland  
Women's Forum Scotland  
Womens Group

Women's Health Network  
Women's Interfaith Network (WIN)  
Women's International League for Peace and Freedom (WILPF)  
Women's Network for Peace and Freedom  
Women's Network of the Methodist Church  
Women's Pioneer Housing Limited  
Women's Resource and Development Agency  
Women's Resource Centre (WRC)  
Women's Royal Voluntary Service (WRVS)  
Women's Sports Foundation (WSF)  
Women's Support Network  
Women's Technology and Education Centre  
Women's Voice  
Workers' Educational Association  
Working Families  
World Association of Girl Guides and Girl Scouts  
World Federation of Methodist and Uniting Church Women  
YWCA England and Wales  
Zonta International London II