

# Annual Report 2023



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# Strategic Aims

The Women's Resource and Development Agency's Strategic Aims for 2020–2025 were developed with the input of our members at our 2019 AGM. The Board of Trustees and all the staff would like to thank the members for their efforts. The Plan was updated by staff and Trustees at a strategy day in 2021 and again in 2023 to reflect progress.

## Empowerment and Tackling

### Inequalities

To develop the capacity of women from disadvantaged urban and rural communities to tackle inequalities affecting them.

### Policy and Advocacy

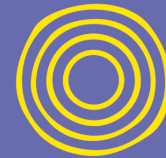
To advance women's equality and participation in all aspects of policy and decision-making.

### Leadership and Infrastructure Support

To provide leadership, infrastructural support and advocacy within the women's sector and movement.

### Organisational Development

To strengthen the capacity of the organisation to carry out its role effectively.



## Mission

WRDA works regionally to advance women's equality and participation in society.

## Vision

WRDA's vision is of a fair and equal society where women are empowered and are a visible force for change and influence in all areas of life.

# Chair's Report



I have now been Chair of WRDA for almost two years. I can't believe how quickly this time has passed, nor can I believe how much WRDA has achieved since I took on the role, in what has certainly been very difficult circumstances. We have a cost of living crisis and (once again) no government, following a pandemic that sent shockwaves across our society. Our sector is experiencing unprecedented cuts, with little effort being made to mitigate against them.

Yet, despite this, WRDA's Director, Anne McVicker, and the rest of the WRDA team have continued to offer services and lead projects of the highest quality. These projects include the

Maternal Advocacy & Support, Women Breaking Barriers, and Raise Your Voice – all of which tackle issues affecting women here in a direct and innovative way. WRDA's work in convening the Women's Policy Group (WPG) is also worth highlighting as that group continues to grow in both numbers and influence year on year.

It is also important to note that 2023 is a special year for WRDA as the organisation will celebrate its 40th anniversary at the AGM in November. What an achievement this is, especially given how volatile NI has been over the years! To mark the anniversary, WRDA has produced a special video of past and present faces from across WRDA's history as an organisation – I was one of the people interviewed and really can't wait to see the end result!

I would like to finish by thanking the entire WRDA for their dedication over the last twelve months – I am sure at times it has not been easy to keep going with everything that is hap-

pening, but you have all done a fantastic job!

I would also like to thank my Vice Chair, Caoimhe Ni Dhonaill, and the other members of the Management Committee, whose support has been invaluable. Earlier this year, we bid farewell to Kendall Bousquet, who resigned from the Committee. I'd like to thank her for everything she contributed to WRDA. We also anticipate that Anne O'Reilly will be stepping down at the end of 2023 after many years of service on the Committee – she will be sorely missed by us all.

**Robyn Scott, WRDA Chair**



# Director's Report



I am delighted to present our Annual Report 2023 and to welcome you to our 40<sup>th</sup> AGM and celebration hosted in NICVA on 9 November. I hope this report finds you all in good health and high spirits as we approach the end of another year and I want to take the opportunity to reflect on our accomplishments and address an important cultural change that WRDA have been striving toward as part of a vibrant women's movement - equality.

2023 has been an horrendous year and just when you think it can't get any worse with rising food costs, energy & fuel hikes, crippling mortgage rates, rent and rocket-

ing mental ill health levels and workers forced into strike action, the SoS Chris Heaton Harris announced a menu of savage budget cuts across all departments resulting in cuts & withdrawal of funding to education, women's health & wellbeing services, youth, arts & community sectors which will have devastating consequences for everyone in NI.

This bubbling turmoil is set in a non-functioning or at worst failed devolution political context where civil servants are now instructed by the SoS to carry out public consultations into income generating measures e.g. water charges, increased university fees and reintroduction of prescription charges and its inevitable worse is yet to come!

At national level we have an out of touch tory government who for 13 years have prioritised profit before people with a damning legacy of child poverty, inhuman treatment of migrants & alyssum seekers, institutionalised misogyny and reneging on commitments to climate change & saving our

planet. We can only hope that a future government will reverse these obscene policies and decisions.

At a global level the United Nations goal of achieving gender equality by 2030 is impossible to attain because of deep rooted biases against women globally in health, education, employment and the halls of power. The UN said in a recent published report "the world is failing women and girls because of "active resistance to gender equality and chronic under-investment are key factors in slow progress and, in some cases, reversals of gains already made".

I have depicted a bleak picture of the state of our sector and our mission working towards the advancement of equality regionally, nationally and internationally, however, you should not underestimate the strength, resilience and hope of WRDA and our women's movement and the importance of fostering a culture that celebrates diversity, promotes equality and nurtures an inclusive environment for all.

# Director's Report Cont.

When rights are under attack, we in WRDA, stand up and fight back in the pursuit of greater equality. Whether it be through influential research to evidence need, responding to consultations to ensure women's voices are heard in policy development, advocating on issues women have identified and lobbying decision makers, leading on innovative projects such as Maternal Advocacy & Support, Women Breaking Barriers which support women to overcome structural barriers to access training & employment, or impactful community initiatives such as tackling sexual harassment & abuse. All of this work contributes to advancing the equality agenda and addressing systemic injustices, breaking down barriers and biases and helps to foster an environment that enables cultural change.

Finally, I would like to pay tribute to the hard work and dedication of all my staff, volunteers, Community Facilitators and Management Committee and thank you for your unwavering dedication and for being integral contributors to our collective



success. I am immensely proud of what we have accomplished and look forward to our continued journey together.

**Anne McVicker, WRDA**

**Director**

# Our People

## Management committee

Chair	Robyn Scott (Individual)
Deputy Chair	Caoimhe Ni Dhonaill (individual)
Secretary	Eileen Weir (Shankill Women's Centre)
Treasurer	Karen Armstrong (individual)
	Alexandra McCarry (Belfast HSCT)
	Deborah Kelly (individual)
Resigned 22/11/22	Tara Maguire (individual)
Resigned 23/5/22	Anne McGale (Community Facilitator)
	Kendall Bousquet (Individual)
	Anne O'Reilly (Individual)
	Michelle McLaughlin
Resigned 28/9/22	Deborah Kelly

## Staff

Director	Anne McVicker
Finance & HR Manager	Geraldine Burns
Training Development Manager	Deirdre Quinn
Women's Sector Lobbyist	Elaine Crory
T&D Coordinator	Sarah Stack
T&D Programme Worker	Katherine Robertson
T&D Outreach Worker	Paula Murray
T&D Worker	Pamela Armstrong
Mas Project Coordinator	Clare Anderson
Communications & Membership Worker	Megan McClure Botha
WSL Policy Assistant	Aoife Mallon
Office & Financial Administrative Assistant	Mary O'Neill

# Representation

WRDA promotes and practices participation, inclusion and collaboration, which builds solidarity as a means to effect social change in all the work we undertake. WRDA seeks to represent the interests of the sector and movement in an informed and authoritative manner and offers leadership and support. As part of this commitment contained in our Ethos and Values, WRDA is represented by staff members on various bodies.

## • Leadership and Infrastructure

- NICVA Executive
- Government, Community and Voluntary Sector Joint Forum
- Board of Northern Ireland Rural Women's Network
- Board of Northern Ireland Women's Platform
- Forum for Adult Learning Northern Ireland
- National Women's Council of Ireland Women's Community Sector Working Group
- University of Ulster Islandmagee Witches Project Advisory Board
- Gillen Review Implementation Team sub-group on Education and Awareness
- NI Consultative Group on Ireland's 3rd NAP on UNSCR 1325

## • Health Inequalities

- Belfast Community of Interest for Mental Health Promotion/Suicide Prevention
- South Eastern Trust Community of Interest for Mental Health Promotion/Suicide Prevention
- Maternal Mental Health Alliance
- Regional Perinatal Mental Health Implementation Group
- Ulster University Steering Group on Maternal Mental Health



WRDA at FALNI conference.





The launch of the Women's Policy Group's 2023 Women's Manifesto.

## • Policy and Advocacy

- Women's Policy Group
- Northern Ireland Women's Budget Group
- Rural Women's Policy Forum
- Childcare for All Campaign
- Equality Coalition
- Northern Ireland Assembly Gender Equality Strategy – Expert Advisory Panel and Co-Design Working Group Representation
- Northern Ireland Executive Tackling Paramilitaries Taskforce: Empowering Women in the Community Programme Advisory Panel
- Brexit and Human Rights Working Group
- Bill of Rights Working Group
- Raise Your Voice
- Reclaim the Agenda
- Alliance for Choice
- Social Change Initiative
- Disability Action Strategic Board
- Shared Island Dialogue
- All Island Network of Women Peacebuilders
- National Women's Council of Ireland All Island Women's Forum
- Joint Forum Voluntary and Community Sector Representation
- All-Party Groups on Domestic and Sexual Violence; UN Security Council Resolution 1325 Women, Peace and Security; Childcare and Early Years Education; Women's Health

# Raise Your Voice



Since its creation in 2019, Raise Your Voice has delivered workshops across Northern Ireland and campaigned on multiple issues such as Relationship and Sexuality Education in Schools, Non-Fatal Strangulation, and the Violence Against Women and Girls Strategy for Northern Ireland. Our goal is to create true cultural change in order to tackle the root causes of these behaviours and empower people to act to change this in their own lives. We know that community safety begins with ending sexual harassment.

Much has happened since then. We are delighted to have re-developed our website and relaunched our Social Media Campaign thanks to volunteer support.

Additionally, we are pleased to announce that we secured funding from the Belfast City Council Capacity Building Grant for 2023-2026, supporting delivery of workshops to small community groups and a train the trainer programme.

We also had Event Information Stalls at the University of Ulster SHAG Fayre (Sexual Health Advice and Guidance), Lisburn & Castlereagh PCSP on Tackling VAWG, the Department for Communities Developing Women in the Community event at Stormont hosted by NI Rural Women's Network, Songs for Solidarity Belfast,

and Reclaim the Night. Additionally we have contributed to the Women's Policy Group's Ending Violence Against Women and Girls Strategy Consultation Response and the Women's Policy Group's Equality Impact Assessment Consultation Response in relation to budget cuts and new programme for government.

This year we have been active in a number of different campaigns, events, workshops, activities and have made the news.

Here are some of the highlights!





## Workshops

- Delivery of 6 online Workshops for Belfast City Council Residents
- NASUWT (The Teachers' Union) NI Annual Equalities Conference
- PRIDE WEEK: Delivery of Allyship and Bystander Interventions Online
- Dylan Quinn Dance Theatre presents "Questions of a Man" in association with Raise Your Voice
- Labour Relations Agency
- Falls Women's Centre
- Start 360

## Anti-Sexual Harassment Forum

Individual and organisations from across trade unions, LGBTQ+, education, and women's sectors have met to inform the project on 21 June 2023 and 24 October 2023. We were pleased to welcome new members to the team, including individuals from the Secondary Students' Union NI, University of Ulster Student Well-Being, and University of Ulster Students Union.

## Train the Trainer

Finally we ended the year by training up 17 new community facilitators for Raise Your Voice. We are look forward to working with these fabulous new facilitators who have

brought a wealth of knowledge and passion to the project.





# Lobbying

## Women's Sector Lobbyist

It has been another extremely busy year for the Women's Sector Lobbyist (WSL) in terms of lobbying, policy and advocacy for women in Northern Ireland, and in the context of the continued absence of the Assembly and a punishingly stringent budget from Westminster, it has been a challenging one. Elaine Crory became Women's Sector Lobbyist in November 2022 and alongside her colleague Aoife Mallon as Policy Assistant has worked to address the unique challenges faced by the Women's Sector at this time. A lot was achieved over the past 12 months and WRDA will continue to work to make women a visible force for change in Northern Ireland

## Leadership in the Sector

The WSL has also led both the WPG and a number of Women's Sector organisations in meetings with the Secretary of State for Northern Ireland, focused primarily on funding cuts, the financial crisis impacting our sector and the policy issues we intend to progress. The Where's Our Democracy? campaign has also been in

communication with the Secretary of State and NIO regarding these issues, and has sought the support of politicians in these matters, gathering the support of all but one political party on the issue of Cost of Living support to the Community and Voluntary Sector.

The WSL is also part of the All Island Women's Forum run by the National Women's Council of Ireland, and its sub-group on North South Relations. The WSL has also been part of the Steering Committees for projects around the Impact of Brexit on Women, organising focus groups for this project, and Women of the Borderlands academic project focused on storytelling.

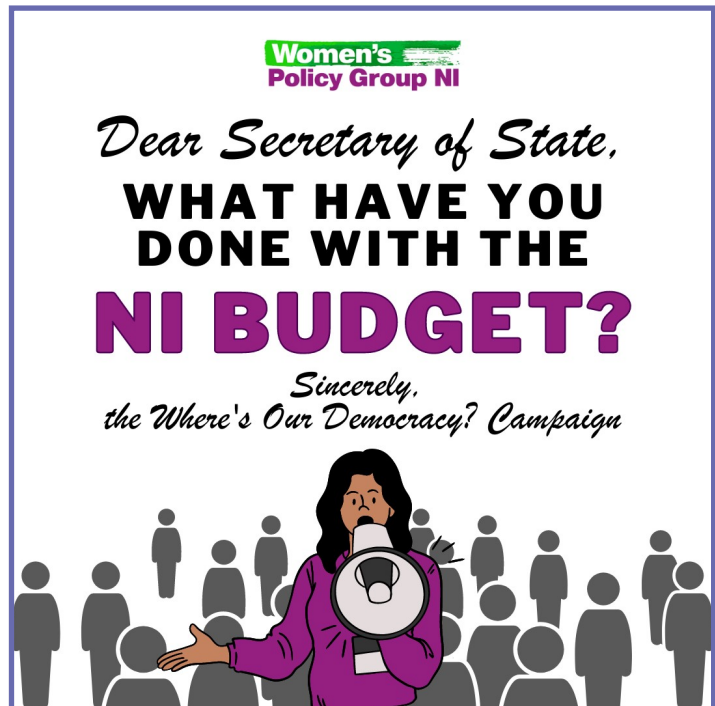
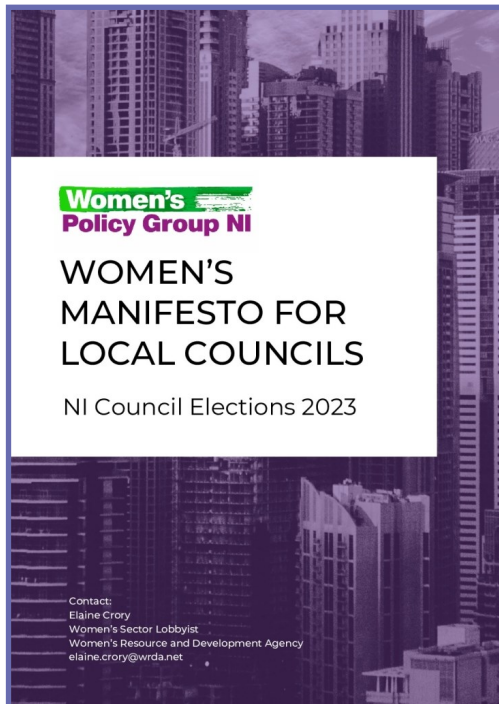
The WPG continues to grow in size and in stature, becoming a focal point for shared work and community building in policy spheres in Northern Ireland. In July 2022 this was recognised when the WPG won the Belfast Pride Award for Working in Community. Having been nominated in 2022, it was a great honour for us to win and to hang the award in WRDA's offices.



## Political Lobbying & the Where's Our Democracy? Campaign

It has now been a full year since Ministers vacated their positions, and more than 18 months since the Assembly collapsed. In this atmosphere, lobbying, in the traditional sense, has been challenging. While the Lobbyist continues to meet with political parties where possible, attending APGs and responding to consultations, new approaches have been found, too.

Consultations and evidence submissions submitted in the past year cover a wide range of policy areas including



miscarriage leave and pay, free period product provision, and climate change reporting. In addition, the WSL collated Women's Policy Group responses to the EQIAs from all Government Departments. The WSL also collated and submitted evidence to the AAPG on Poverty on the Inadequacy of Social Security, to the OHCHR on the Challenges Faced by Women Human Rights Defenders working in Conflict, Post-Conflict or Crisis-Affected Settings, and to the Women and Equalities Committee on the Escalation of Violence Against Women and Girls.

In January 2023 the WSL and Policy Assistant (PA) worked with colleagues from the WPG to launch a new campaign called Where's Our Democracy? Reflecting the growing frustration at the

political impasse in Northern Ireland, Where's Our Democracy? campaign aims to restore the institutions, work on reforms that would ensure their ongoing stability, and thereby facilitate progress on some of the major issues that are holding back the advancement of gender equality in Northern Ireland. This is designed as a civil society movement led by the Lobbyist and Policy Assistant, and thus far has a Charter with organisational signatures and has hosted a number of events, including one to mark the 25th Anniversary of the Belfast / Good Friday Agreement. More work is planned as the crisis continues, with the aim of building a broader coalition of organisations to encourage a new approach to our cycle of collapse and restoration.

### Women's Manifesto for Local Government & Hustings

Reflecting the With the situation unresolved regarding Executive formation, the WSL and PA co-ordinated the first Women's Manifesto for Local Government ahead of the May 2023 Local Elections in Northern Ireland, reflecting the WPG's collective interest in pursuing our goals at Council level, where possible. Covering a wide range of policy issues, the Manifesto was launched in April 2023 with an event incorporating the WPG's first Hustings event, attended by five political parties. Lobbying Councils will commence this autumn, following a WPG Strategy Day in September.



# Lobbying



## A Focus on Violence Against Women & Girls

In the Spring of 2023, the WSL opened a survey asking members of the public to indicate the areas of work that they most wanted the WSL to prioritise. By a significant majority, VAWG was identi-

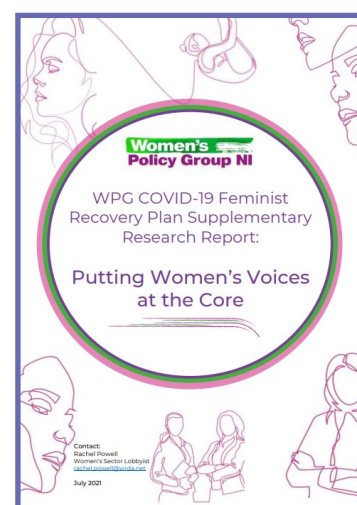
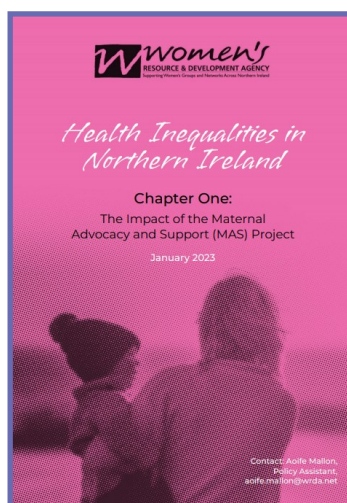
fied as the most pressing issue for respondents. The WSL was already deeply engaged in this work, sitting on the Co-Design Group for the Executive Office's Ending Violence Against Women and Girls Strategic Framework and contributing significantly to

every part of TEO's work on this. In October, the WSL led a large WPG response to the draft Strategic Framework, after holding focus groups to inform the response. In addition to this, the WSL is leading work on VAWG in response to consultations on Cross-Examination in Domestic Abuse cases, the PPS's policy on Prosecuting Domestic Abuse Cases and the Westminster Women and Equalities Committee Enquiry on VAWG.

Building on the 2022 WPG VAWG Research Report, in August 2023 the WSL and PA launched a new survey called After Violence, which was designed to capture women's experience of reporting VAWG, going to court and/or accessing support. A briefing on this research has been published and a full report will be launched in the winter of 2023.

The WSL also continues to be a strong voice in the media on the issue of VAWG and misogyny more broadly.

# Research Hub



In the past three years, WRDA has made a name for itself as a leading voice in community-based research relating to gender equality. During this time, WRDA has conducted several pieces of primary research and two research projects remain ongoing. To facilitate and support WRDA's growing interest in conducting primary research, a Research Hub has been established on the WRDA website which provides an accessible central location for all of WRDA's work relating to research, including research publications, student research contributions and research guidance.

The new WRDA Research Hub also contains several policies

and procedures relating to how WRDA research is conducted and useful advice for WRDA Researchers. In 2022, we published a WRDA Research Ethics Policy, which outlines our research values and states our commitment to conducting ethical research, and a Research Risk Assessment, which must be completed and approved by Researchers and Line Managers before any primary research can take place.

It is envisioned that the WRDA Research Hub will continue to grow and adapt over time as more primary research is conducted and new ways of conducting research are explored. For example, WRDA is currently exploring ways to increase the

participatory nature of our research by increasingly adopting a Participatory Action Research (PAR) approach. Information on the PAR approach is soon to be available in the Research Hub section of our website which will act as a useful guide for WRDA Researchers and other researchers working in the voluntary and community sector.



# Training & Development



It has been another good year for our Breast, Cervical and Bowel Screening Awareness Programme funded by the Public Health Agency (PHA), with the team outperforming targets. The current political impasse means we are still waiting on news of a new tender. In the meantime we are working closely with the PHA, HSC Trusts, women's centres and community groups, to target areas where screening uptake is low to address health inequalities and promote informed choice around cancer screening.

We have used promotions like bowel cancer awareness month in April and breast cancer awareness month in October to increase the sessions booked and allows us to reach new groups. We have been actively promoting the programme on social media and the last year has seen an increase in both the number of sessions delivered

and the number of participants attending.

## Health Events

Health Events provide an opportunity to not only promote the BCB Programme to members of the public but also to engage with the other organisations. This year we have attended a range of Health Events across Northern Ireland.

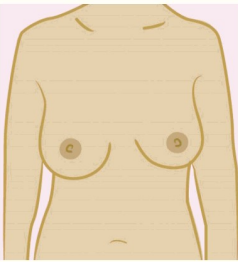
These events bring a wide range of organisations and health information directly into communities giving people the opportunity to ask questions and take information away that may have a positive impact on their health. The atmosphere is positive and the high numbers attending show the importance of getting out in the community.

Each of the Health Events has also increased WRDA's visibility in the community, developing new relationships, sharing information and building on existing connections.

## Accessibility

The past year saw us improve our offering of accessible resources, and our partnership with the British Deaf Association (BDA) is a good example of this. Each of the cancer screening awareness sessions have been pre-recorded by a BSL translator and an ISL translator and are now available as a resource for the wider Deaf community in Northern Ireland. In November 2022 the BDA hosted an event to launch the invasion power points and this was attended by BDA staff

### ما هي معرفة الثدي؟



- ▶ معرفة الثدي تعني التعرف على ما بعد طبيعياً بالنسبة لك من حيث الشكل والملابس مما يساعدك على ملاحظة أي تغيير قد يحدث في الثديين.
- ▶ يمكن التعرف على طبيعة الثدي عن طريق النظر بالعين واللمس باليد، بأي طريقة تناسبك. كالفحص أثناء الاستحمام أو عند الاستلقاء على الفراش.
- ▶ لم يعد المختصون يقومون بالنصح للقيام بالفحص بطريقة محددة. يمكنك القيام بالفحص بأي طريقة تناسبك.
- ▶ من المهم جداً تحسس كل الثدي بما في ذلك الترقوة والحملة ومنطقة الإبط.
- ▶ تذكرني القيام بعمل الفحص الذاتي كل شهر.

**Introduction**

WRDA have a contract with the PHA for the provision of services to raise awareness and promote informed choice for 3 Cancer Screening Programmes provided in Northern Ireland: breast, cervical and bowel.

Information and images have been sourced from PHA Bowel Cancer Screening website/leaflets, Cancer Research UK NHS Bowel cancer screening



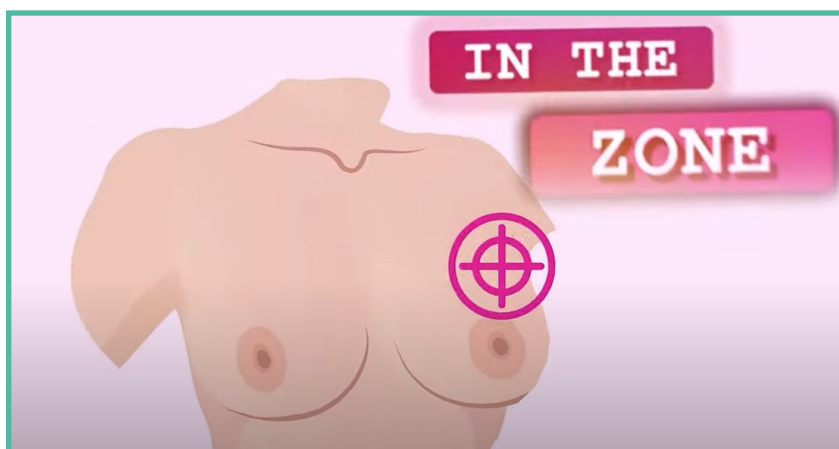
and members, Dr Catherine Bane (Project Manager, Young Person & Adult Screening Programmes for the Public Health Agency) and WRDAs Training and Development Team. Subsequently the BDA have had 6 screening awareness sessions delivered to their members, across the SE Trust, Western and the Northern Trust. Alice from the BDA has explained that without the screening awareness sessions their members would not have had access to this important screening awareness information.

We have also developed a successful partnership with the Learning Disability Team in the Southern Trust, working with Lauren Bowden, who is the Learning Disability Breast Screening Project Nurse. From February 2023, we have delivered bespoke sessions to the different learning disability services that Lauren works with.

We have also developed our working partnership with DeafBlind NI and the RNIB and had some of our resources translated into Braille. Having the important screening information in

braille is another very welcome addition to WRDAs increasing catalogue of accessibility resources.

We were delighted to attend Deafblind UK/NI Research Futures Event in March 2023. The aim of the event was to improve services for Deafblind people in the future and involved roundtable discussions on accessible healthcare with service users, providers, MLAs, and other key stakeholders. An outcome of the event is the new forum which meets every quarter. We were delighted to be invited to the forum which aims 'to be a campaigning group, informed by a range of members with a complimentary interest and dedicated to transforming the environment so people with sight loss, hearing loss and deafblindness have equal access to services and can experience the same level of service as anyone else'.



# Training & Development

## Community Facilitator Programme

This year the Community Facilitator programme is running from Coleraine, hosted by Causeway Rural Urban Network. We are delighted to have 10 women enrolled on the programme, which will complete before the end of the year. The programme has been designed to address women's marginalization in education by recruiting disadvantaged women who face a number of barriers, to become active in their communities.

Through a mix of formal edu-

cation (participants complete a L3 Certificate in Learning and Development) and practical delivery of learning and development activities, it equips women with the facilitation skills to deliver a range of health and wellbeing programmes, including our cancer screening awareness sessions. By training women from within the community to deliver these vital messages about health, we are using a peer-to-peer model that ensures deeper engagement as community facilitators are viewed as role models and trusted and credible sources

of information. The current cohort cover Coleraine, Ballymoney, Ballycastle, Limavady and even Dungannon. We look forward to our new recruits successfully achieving their qualification and delivering sessions for WRDA across the region.

### Bowel Cancer - Reduce Your Risk

- Eat a high fibre diet
- Eat more white meat and fish
- Maintain a healthy weight
- Regular exercise
- Stop Smoking

**HSC** Public Health Agency

**women's**  
RESOURCE & DEVELOPMENT AGENCY  
Supporting Women's Groups and Networks Across Northern Ireland

### Bowel Cancer - Know The Signs



**Blood in your poo**



**Constipation/Diarrhoea/  
Narrow stools**



**Unexplained weight loss**



**Abdominal pain**

**HSC** Public Health Agency

**women's**  
RESOURCE & DEVELOPMENT AGENCY  
Supporting Women's Groups and Networks Across Northern Ireland





## Participant Feedback

- I really enjoyed this wonderful session
- There was so much told today that I was unaware of Thankyou
- Thank you for reminder I am going to go to GP and ask for test kit to be sent

Quotes from participants who attended sessions with Deafblind UK

### Capacity Building Programmes

Through the Belfast City Council Capacity Building Grant we have been able to offer our OCN Level 3 Endorsed courses, Women in Leadership, and Community Campaigners, to 40 women in the greater Belfast area.

Community Campaigners is designed to equip women with the skills to campaign and lobby on issues which matter to them. To provide

equality of access participants did not need prior knowledge, education or training, just an interest in developing their campaigning skills for the good of the community.

Women in Leadership is an experience based course, with a focus on existing skills and how to use them to create positive change. The aim of the course is to give women the confidence to challenge themselves to reach their full potential and use

their skills to make a difference to their lives and communities. It approaches leadership through a gendered lens and helps women to set leadership goals, and increase their confidence and sense of empowerment.

Both courses received positive evaluations in 2023.



# Women Breaking Barriers

This project is funded by the UK Government through the UK Shared Prosperity Fund. The project is the result of agreed collaboration of women's sector organisations and regional women's networks and builds on the fantastic work done through the Community Renewal Fund. Through this collective power we can maximise our reach, address barriers to training, education and employment and provide life changing outcomes for approximately 600 women, their families and communities, over the two years of the project.

WRDA is the lead partner, providing overall management, financial responsibility and accountability for the project, with our partners Women's Support Network (WSN), Northern Ireland Rural Women's Network (NIRWN) and Reclaim the Agenda (RTA). WSN are the urban co-ordinator, with responsibility for outreach, recruitment and support throughout the Women's Centres, whilst NIRWN is the rural co-ordinator, with responsibility for outreach, recruitment and support in rural areas. RTA are responsible for

overseeing the designing and development of the MIS, communications and digital platforms. Through their collective networks and links to grassroots women and women's organisations, we will ensure that targets are achieved. The Steering Group involves delivery partners and identified delivery support agents, such as: Atlas Women's Centre, Ballybeen, Falls, Footprints, Greenway, Windsor and Shankill Women's Centre.



You are eligible for our programme if you are a woman:  
 Living in Northern Ireland  
 Not in paid employment  
 Not currently looking for work



POWERED BY  
**LEVELLING  
 UP**



Funded by  
 UK Government



Attending the programme has left me with a greater sense of confidence in my abilities. I have achieved exactly what I set out to!

**WBB Participant**

# Example Participant Journey

## 01

### CHOICE OF LEARNING STRANDS

#### GOALS

WorldHost  
Health & Social Care  
Esol  
Xero Accounting

3 half days

## 02

### NUMERACY WORKSHOPS

#### WASPI

Cost of Living Crisis  
Benefits Calculator  
P1 for Parents  
Personal Finance

1 half day

## 03

### JOB-SEARCHING ACTIVITIES

Job Fairs  
CV workshop  
Inspiring Women Talks

1 half day

## END!

### 6 MONTH FOLLOW UP SUPPORT

Stay engaged and receive support to continue onto further training or sustain employment

**Holistic support, mentoring, training needs analysis, vocational profiling, other centre activities**

They will provide safe and welcoming venues and address childcare/eldercare needs for participants removing barriers and creating safe spaces for women to explore new skills and pathways to education and training and employment. They will also provide direct support, including developing Individual Training Plans, providing up-to-date information on training.

We have just completed the first quarter of the two year project and are currently completing the first six month monitoring report for the Department of Levelling-Up. Our target is to engage with 150 women each quarter, with a fairly even mix of

urban and rural and I'm delighted to report that we have met these targets, with 159 women eligible and registered for the programme. Our thanks goes to all our partners, with particular thanks to the centre's and

the urban and rural coordinators, who have all worked hard to get the project up and running. We are looking forward to our continued success with this partnership!

**Local Partnerships**

Delivering training and support at the point of need

Register your interest now

POWERED BY  
**LEVELLING UP**

Funded by  
UK Government

# Maternal Advocacy & Support



In Year 3 of Mas 1 the project has continued to provide essential perinatal peer support and a range of wellbeing initiatives across the 8 women's centres. Women have benefited from a range of workshops including art, life coaching. Louise Hay, 'You Can Heal Your Life', crocheting. Our partner Aware NI have delivered their programmes in Mood Matters and Mindfulness across the centres.

We have further developed our Mas Group Leader programme and 12 women have trained as group leaders and

completed our selection of training to include Mental Health First Aid, Facilitator Training, Child Protection and Maternal Advocacy & Support OCN Level 3. Many of the women have been assisting the Mas staff, providing peer support within the centres.

The Mas reps groups, facilitated by the Mas coordinator developed a Flyer for Healthcare Professionals entitled Mas Matter, highlighting the key changes that they would like to see. This involved collaboration with women across the project

who highlighted the themes of compassion, consistency, non-judgement, more signposting, improved communication in the healthcare service. We launched the flyer at Stormont and the Guildhall and the events received widespread media coverage further amplifying our key messages to a wider audience.

The events included lived experience speakers from the Mas project on the key themes highlighted in the flyer and input from the Mental Health Champion for Northern Ireland, Action on Postpartum Psychosis, Mental Health Foundation, Aware NI and the Belfast Trust.

The Mas campaign group have also had the opportunity to share lived experience and engage in a wide range of awareness raising events. We presented at the NI British Psychology Annual Conference and attended the Royal Maternity Hospital with a pop up for maternal mental health week and we participated in the Breastival event at the Ulster Museum.





The Mas project coordinator continues to be an active member of the Maternal Mental Health Alliance NI group and recently presented to the UK wide meeting on the work of the Mas project. The Mas coordinator has worked closely with partner member Action on Postpartum Psychosis on the Mother and Baby Unit campaign, handing in a letter to the Health Minister last year supported by over 40 organisations. We continue to campaign and work closely with the Maternal Mental Health Alliance and Action on Postpartum Psychosis, writing a follow up letter to the permanent secretary, stating the urgent need for a mother and baby unit in Northern

Ireland. We have also joined the Public Health Agency Regional Implementation Group for Perinatal Mental Health, providing us with the opportunity to input the lived experience of women at a strategic level.

We held two end of Mas 1, Impact of the Mas Project events in the Duncairn, Belfast and The Guildhall, Derry~Londonderry and launched our book of Women's Experiences. The book provides 20 testimonies from women across the project highlighting their own lived experience and how Mas helped to support them in their recovery. The book provides an insight into maternal mental health and in-

cludes experiences of domestic abuse, baby loss, bereavement and birth trauma. The book also demonstrates a selection of the women's art and creative work from across the centres.



# Maternal Advocacy & Support



We are delighted to inform you that the National Lottery Community Fund will support the Mas project for a further 3 years and we have now moved into the second phase of the project, Mas 2.

Over the next three years we will continue our work in supporting the women's centres to facilitate the Mas project and will engage with other areas where there is currently a need for maternal mental health support and train them in our Mas model to set up perinatal mental health support groups and engage with our campaign work.

We will also coordinate the Mas campaign group that will engage with women across the project who will represent their groups and provide feedback to other women within their centres. We will continue to work in partnership with WRDA team, the centres, external organisations within the Maternal Mental Health Alliance, women and will be guided by the Mas steering group. We have had an impactful and successful Year 3 and our events and campaign initiatives have enhanced our visibility, the impact of our messages and the lived ex-

perience of women. We look forward to working with centres to deliver perinatal peer support and continue our campaign work, emphasising the importance of learning from lived experience and further emphasising that Mas Matter!





## Summary

Member of the Maternal Mental Health Alliance

Developed Mas Matter Flyer for healthcare professionals

Developed Mas book of Women's experiences

Member of PHA Perinatal Mental Health Implementation Group





# Women's Spaces

What a year to work on women and peacebuilding!

Women's Spaces is a 3-year project (2022-2025) designed to give women the skills and capacity to engage in public life, and strengthen women's voices in peacebuilding and decision making, delivered by a consortium involving Women's Platform (lead partner), NI Rural Women's Network and WRDA (delivery partners), and Women's Support Network (strategic partner). Our work has very much confirmed we are meeting a demand: women want a stronger voice, and skills to build it.

We have worked with over 250 women, exploring women's role in Northern Ireland and perspectives on peacebuilding, beginning capacity building, and advocacy for women's priorities in policy making. We launched the project website in December 2022 [www.womens-spaces.org](http://www.womens-spaces.org), our social media platforms, and an e-zine; and began delivering workshops in January 2023, gathering women's views and ideas to inform a toolkit on women, peace and security.

The following are some of the workshop themes.

## Where are the Women?

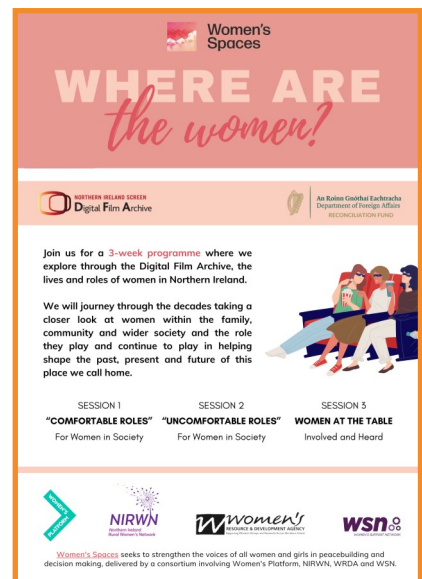
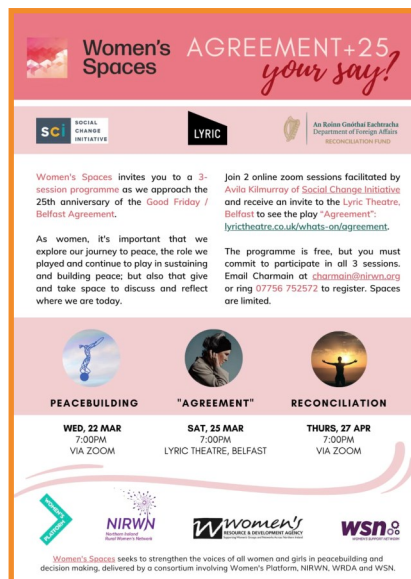
With Bronagh McAtasney, NI Screen Digital Film Archive

The project's first activity was in partnership with NI Screen and the Digital Film archive project. Bronagh McAtasney worked alongside the staff team to develop a series of three weeks of digital footage from the early 1900's to 1998, focusing on the role of women throughout the past century. The topics for conversation included comfortable and uncomfortable spaces for women, the issues and challenges women faced and how they overcame them either individually or as a collective.



Women's Spaces Partner organisations and workers.

2013 WRDA holds a major conference, *Women: Dealing with the Past*, to enable grassroots women to provide feedback to the Haass-O'Sullivan talks



## Promotional material for Women's Spaces Workshops.

### Who has rights anyway?

Developed and designed by Women's Platform ([womensplatform.org](http://womensplatform.org)), the focus of the workshops was awareness raising on what human rights are, the institutions and laws that exist to protect our human rights, and awareness of the Universal Declaration of Human Rights, as well as international and local case studies on how this applies to every day life and the lives of ordinary women.

### Agreement +25: your say?

With Avila Kilmurray, Social Change Initiative

We were delighted to have the recently awarded Avila Kilmurray join us for a series of 3 sessions focusing on the

role of women in (1) Peacebuilding, (2) Agreement, and (3) Reconciliation as part of events surrounding the 25th anniversary of the Belfast / Good Friday Agreement.

### Agreement +25: Where next for women in NI?

With All Party Group on Women, Peace and Security

On the 6th June 2023, Women's Spaces and the All Party group on UNSCR 1325 co-hosted an event in the Long Gallery of the Parliament Buildings at Stormont Estate. Women from a diversity of lived experiences spoke about issues in relation to peacebuilding and answered questions from the audience. Over 100 women registered for the event and attended in person and online.

### Many thanks to our funder, Department of Foreign Affairs.

Women's Spaces is funded by the Government of Ireland's Department of Foreign Affairs Reconciliation Fund.

# Communications

WRDA's mission is to advance women's equality and participation in society and communication is a key tool in achieving that transformation. Since our beginnings in 1983 WRDA has been a reliable source of information for the women's movement and we continued to build on this legacy during 2023.

WRDA's social media accounts continue to be valuable engagement tools and the use of all WRDA channels increased in 2023. Over the past twelve months WRDA has published over 800 posts and has 3,220 followers on X (Twitter). Over 500 Facebook posts were published and WRDA's page is now liked by 3,200 people. Over 200 posts and stories were added to WRDA's Instagram in 2023 and our Instagram now has

745 followers.

WRDA's website is a major repository of feminist knowledge with hundreds of original pieces of content. This resource was visited over 17,000 times in the last year. The website blog, Bold Women Blogging, has covered topics including pension inequality, abortion access, and the lack of devolved government in NI. It is a public submission blog so any woman or non-binary person can write a piece for it, if you are interested please contact Megan via [info@wrda.net](mailto:info@wrda.net).

WomensLink, the oldest community based e-group in Ireland, continues to go from strength to strength. There are now over 160 members and hundreds of posts. The group is open to

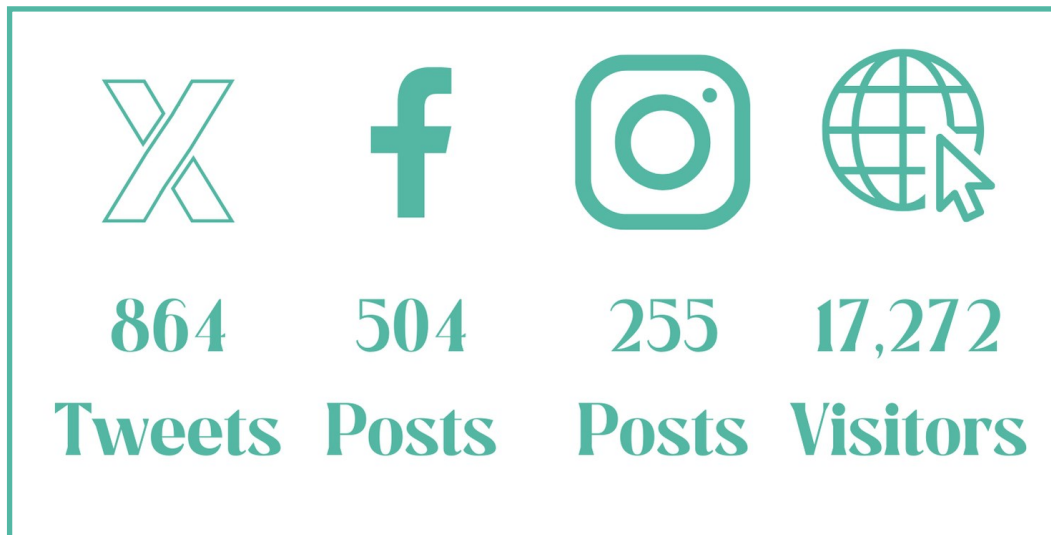


all women and non-binary people who work in the women's voluntary and community sector or have an interest in the sector. If you would like to join this safe and collaborative space for feminist activists please contact Megan on [info@wrda.net](mailto:info@wrda.net).

**"Hi everybody. I think we're hooked up to WomensLink as of this morning - let me know if you get this message. Is there any news of the baby donkey in Fermanagh yet? Bye for now"**



**WomensLink  
message No. 9 sent  
on the 5th  
September 1997**



WRDA distributes a monthly ezine covering upcoming events and training opportunities, health & wellbeing and lobbying news. A more detailed bi-monthly newsletters covering WRDA news and events as well as what is happening in the wider women's sector is also published. Individual and group members can submit events or articles to all WRDA publications and are encouraged to do so. The newsletter and ezines are distributed to over 1,500 people. If you would like to be added to the ezine mailing list please email Megan on [info@wrda.net](mailto:info@wrda.net).

OCT 2023

# Breast Cancer

**AWARENESS MONTH**

Breast cancer is the most common cancer found in women, regardless of race or ethnicity.

Early detection saves lives!

**women's**  
RESOURCE & DEVELOPMENT AGENCY  
Supporting Women's Groups and Networks Across Northern Ireland

## All About Our Pelvic Floor!

**Myth!**  
I don't need to worry about my pelvic floor if I don't have children.

**Fact!**  
Strengthening your pelvic floor has health benefits for all women.

**The Mas Project**  
Maternal Advocacy and Support

**COMMUNITY FUND**

**women's**  
RESOURCE & DEVELOPMENT AGENCY  
Supporting Women's Groups and Networks Across Northern Ireland

2016 WRDA publishes *Women only services and their benefits* providing the women's sector with a tool to lobby for funding and to highlight the benefits of women-only services



# Membership



It is a strategic aim of WRDA to provide leadership, infrastructural support and advocacy within the women's sector and movement, providing appropriate support to our members is part of this aim. Maintaining strong links with grassroots women's groups and individual women through our membership helps keep WRDA relevant and ensures we are working on the issues which really matter to the women's movement. WRDA members are kept up-to-date with the latest developments in the wider women's sector and provided with op-

portunities to publicise their own work in the ezine, blog and newsletter.

WRDA hosted two placement students from Ulster University as part of our strategic aim to provide leadership, infrastructural support and advocacy within the women's sector and movement. Each placement runs for 6-8 weeks and provides students with an opportunity to see the diverse range of careers available in the Women's Sector. Students also have an opportunity to complete a piece of original research. We would like to thank Bronte Reilly and Claire Murray for choosing WRDA for their student placement.

In 2023 we have delivered a range of online and in person membership events. Several of these events have been delivered in partnership with other organisations, providing networking opportunities for our members and strengthening WRDA's links with other third sector organisations. The events covered a diverse range of topics including the rights of private renters, creative writing,

VAWG, and networking. To get our members in the mood to celebrate International Women's Day WRDA again held The Big Feminist Quiz Night which has become an annual fixture of our membership events calendar. Six teams took part in the quiz this year and a great time was had by all.

## Scoping Exercise on Conscientious Objection to Abortion Amongst Health Care Professionals in NI

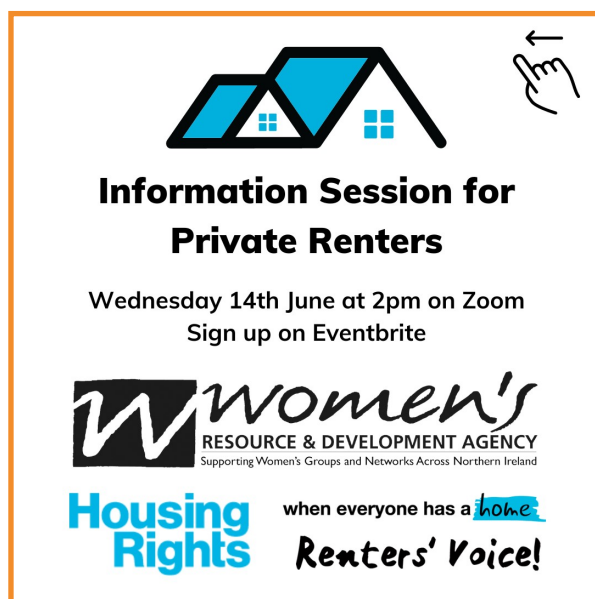


**Claire Murray's research project completed as part of her placement.**

**"There is a feeling of being heard and understood at WRDA, each person works with passion and determination, the work they carry out for the people of Northern Ireland is invaluable. To anyone considering WRDA for their student placement, I would highly recommend it."**

**Bronte Reilly, Ulster University**

2017 WRDA publishes *Reclaiming the Bonfires; Women explore the International and Local history of their use in cultural celebrations*



A particular highlight for our members in 2023 was the culmination of WRDA's involvement in the In My Own Words creative writing project. Ten members of WRDA had the opportunity to develop their creative writing skills through the project and several had their work featured in the anthology published at the end of the project. The anthology was launched by the Lord Mayor of Dublin in May and our members had the chance to attend along with staff member Mary O'Neill.

In 2024 WRDA will continue to work for our entire membership by offering an extensive range of membership events, increasing the visibility of our members and ensuring we are responding to the needs of our members by regularly canvassing their views.

I am, because she was.  
Smut-streaked window  
faintly mirrors my face  
But, I see hers.

I hear not this clickity-clack  
Just Sarah tapping an urgent  
Staccato command for the nurse.

She watches me  
Eyes dimmed and milky grey.

Hours crouched low beside her bed  
Massaging her hands, brushing her hair  
And smoothing her rounded back  
She didn't speak my name.

Fragile old lady, aged now.  
She is the child,  
I am the mother  
Our roles reversed.

She watches me through  
Narrow slits in a face  
That doesn't know  
What day this is.

She'll crack soon.  
How long until I  
Close those eyes  
And say, Goodbye.

I leave and take  
Her with me, wrapped up  
Snug with love.

Her four daughters soothed her bedside  
For her final hours;  
Stroking, touching and loving her  
Until on Mother's Day, She died.

*Postscript* by Marianne Woodcock  
WRDA participant in the In My Own Words  
creative writing project.  
Originally published in *In My Own Words*:  
*See Me Now*

# Women's Regional Consortium



WRDA is one of seven partners who make up the Women's Regional Consortium (WRC) which is funded under the Department for Communities' Regional Infrastructure Support Programme (RISP). The aim of WRC is to provide a strong voice for women from disadvantaged and rural areas by providing advocacy and leadership, policy and research analysis, service support and engagement to ensure that their views are respected by decision makers.

The WRC surveyed all members in September 2023 to ensure we are meeting our aims. The results were very positive with 83% rating the services they receive as excellent or good and 82% rated the information they receive as excellent or good.

The core of information provided by the WRC is disseminated via email updates and social media by the WRDA Communications and Membership Worker. The WRC publishes a general Ezine every month which covers the work of all seven Partners with a focus on upcoming events, training and funding news. A separate monthly Lobbying, Policy and Research Bulletin is also issued to our membership. This update focusses on consultation responses, lobbying campaigns and primary research produced by WRC Partners.

The Consortium also publishes a quarterly magazine taking a more in depth look at issues that matter to women in NI. Each edition of the WRC Quarterly Zine focuses on one of the Consortium's six key themes. This year we have published zines focusing on Childcare and Caring, Health and Wellbeing, and Education, Training and Work.









**INTRODUCING OUR  
QUARTERLY ZINE  
EDUCATION, TRAINING  
AND WORK EDITION**

By Megan McClure Botha | WRDA

The Secretary of State's 2023-24 budget for Northern Ireland along with the cuts many women's organisations are having to make following the latest round of Shared Prosperity Funding will have a deleterious impact on women's ability to participate in education, training, and work.

Our first piece looks at the threat the Stormont cuts pose to women and girls' participation. In particular, looking at the impact of the loss of the Holiday Hunger Payment and the failure to roll out "All Age Apprenticeships". We then look at what is needed for women to succeed in accessing education, training and work before finally looking at what is on offer in the new Women Breaking Barriers programme. This ambitious venture funded by the UK Government aims to reach 600 "economically inactive" women.

We hope you find the information contained in this edition useful as we continue to ensure a voice for women from disadvantaged and rural areas.

**IN THIS EDITION**



- 

**Women's Budget Group**

Stormont cuts pose a serious threat to women's and girls' abilities to participate fully in the areas of education, training, and work.
- 

**Women's Centre Derry**

Women and Education: we cannot all succeed when half of us are held back.
- 

**Women's Resource and Development Agency**

WRDA led coalition of women's sector organizations launch Women Breaking Barriers programme

During this reporting period the Consortium responded to seven consultation responses and call for evidence submissions including, the Strategic Framework to End Violence Against Women and Girls and Foundational Action Plan, the Domestic and Sexual Abuse Strategy Consultation, and concessionary fares. All of these consultation responses are available

to download from the WRC website along with many other useful publications.

The Consortium's social media channels are used to raise awareness of the work of the partners and so operate as a booster for their social media presence. The Consortium twitter (X) account has 1,894 followers and has published over 1000 tweets. We posted to Face-

book over 500 times. The website is updated monthly and has a large resources section, 304 new pieces of content have been added in 2022.

Over the next twelve months the Consortium will continue to offer a wide range of reliable information across all our channels.

**Lobbying, Policy and  
Research Update**

**From the Women's Regional  
Consortium**




**Women's  
Regional  
Consortium  
Membership  
Survey 2023**

# Our New Look

To celebrate our 40th anniversary WRDA decided to engage in a rebranding process. We wanted a brand that spoke to the journey we have been on since 1983 and one that reflects the bold and empowering voice for women we have become. On the basis of their fantastic work on the Women's Policy Group Feminist Recovery Plan and their competitive tender we engaged Clever Ghost studio as the designer.

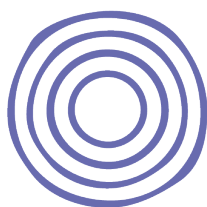
We worked with Clever Ghost to create a re-brand based on WRDA's history, mission, and members. We speak with an authoritative voice providing leadership for the women's movement, and we aim to inspire women to become a visible force for change. We are open to women from all walks of life, so it's very important for us to be approachable and transparent. Based on this Clever Ghost developed a brand personality that is approachable, open, honest and inspiring. In a similar vein, our tone is inspirational, empowering, and authoritative. WRDA as a voice must speak to a wide and diverse

audience that is ever changing, inspiring growth and empowering people to strive for change within Northern Ireland.

Our new colour palette reflects our personality. We are loud and we use our voices to drive change, our new brand colours reflect that.

## What our new icon represents.

Our symbol was born from how every woman's voice matters and has an impact. We draw comparison on how the act of tossing a small stone into the water will result in a change that can be felt much farther away than the initial entry point – proof that small actions can lead to much bigger changes, even if you cannot see how far they reach.

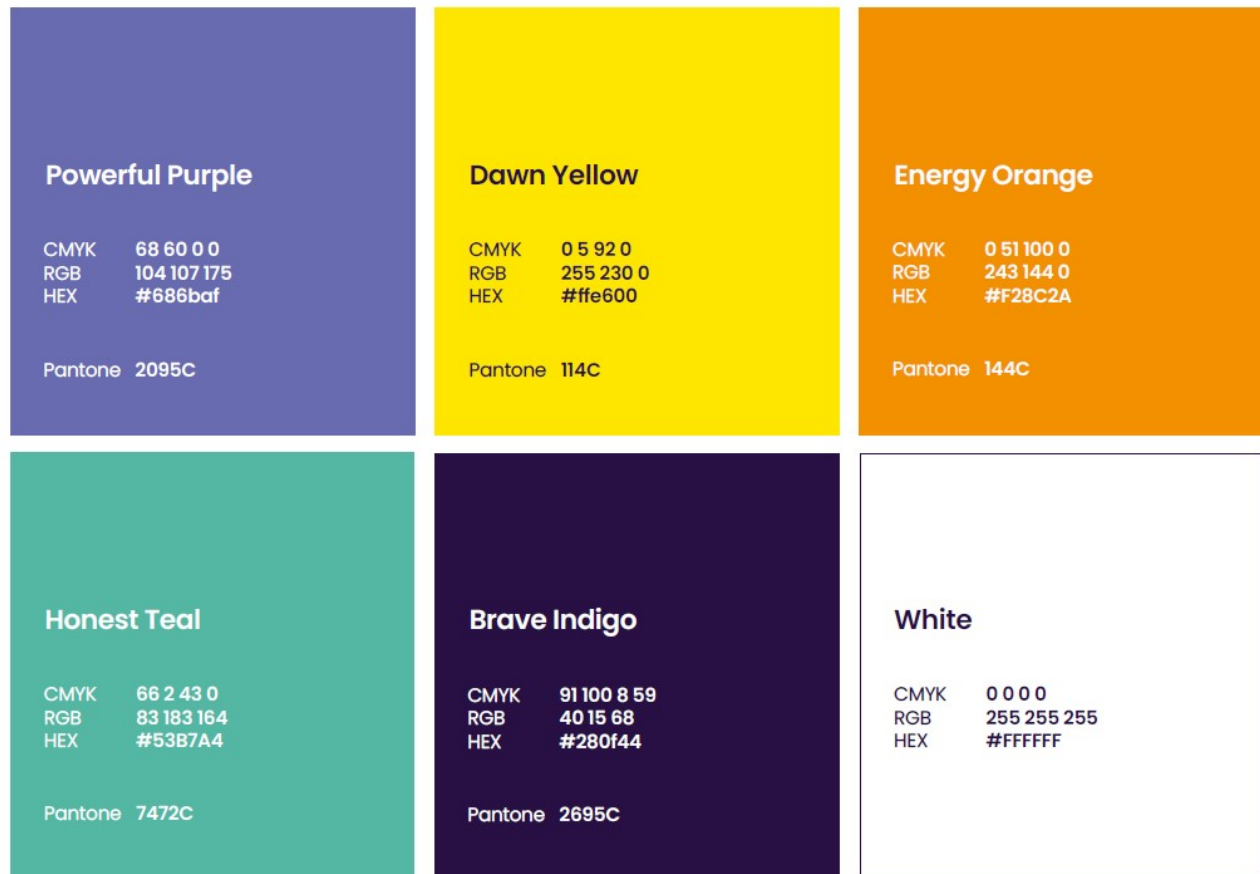


Our new symbol

**We are the  
Women's  
Resource &  
Development  
Agency**

**wrda** 

An example of the new branding in action



Our new colour palette.



Our new primary logo.

2020 WRDA Director, Anne McVicker, issues a work from home order for all WRDA staff two weeks before the government acts. Within two weeks WRDA has adapted to online service delivery

# WRDA at 40

WRDA have been working with women in communities across Northern Ireland since 1983 and to mark our ruby anniversary we wanted to document this significant period and hear reflections from some of the people who were part of this journey and their thoughts and aspirations for our future development. We also wanted to create a record of the 5 Directors, Management Committee members who gave of their own time and volunteered as Trustees, and of course community facilitators and numerous staff who kept WRDA's vision and mission on track through their ground-breaking, quality driven work meeting the needs and supporting 10,000+ women during this time.

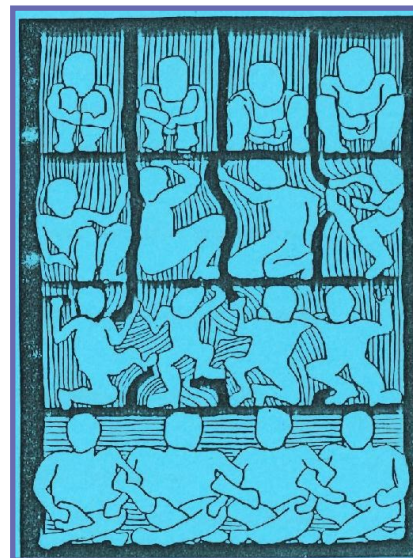
WRDA has the distinction of being one of the oldest surviving feminist organisations in these islands. As we mark 40 years of working for women we are aware that our history also captures much of the history of the wider feminist movement in Northern Ireland. The privilege of interviewing so many leading feminists covering such a period of NI's history presented an opportunity to

leave a lasting record of the feminist movement for future researchers and to remind ourselves of the journey we have been on. The project has created a publicly available film archive documenting the highs and lows of those four decades.

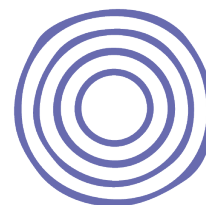
The film archive contains in depth interviews with 8 women who have had a major impact on the development of WRDA and our precursor organisation, Women's Education Project. The interviews cover their feminist journeys, the development of WEP/WRDA, the development of the NI feminist movement, and many other topics and events. The films are accompanied by transcripts to aid accessibility. The archive also contains thematic sections covering themes such as The Troubles Conflict, Hope and Resilience, and Good Governance. The 40th Anniversary Film Archive is available on our website, [wrda.net/filmarchive](http://wrda.net/filmarchive) and we hope it will be a source of inspiration for feminists and a resource for researchers.

Thank you to all the women who gave of their time to

contribute to the 40th Anniversary Film Archive and to Aoife Mallon who contributed the music for the film.

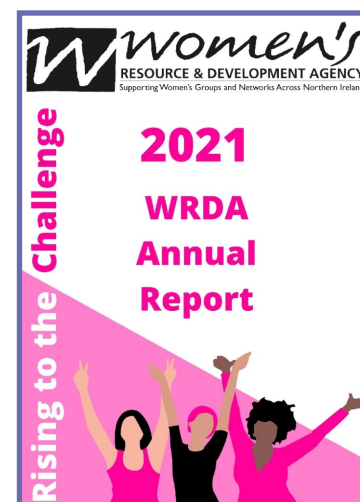
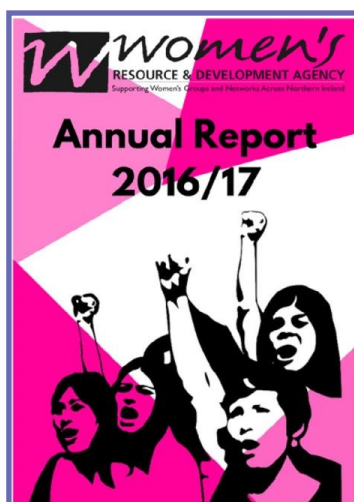
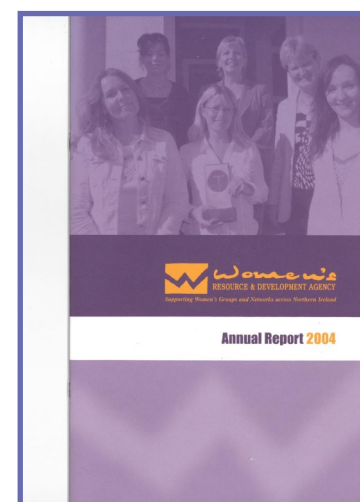
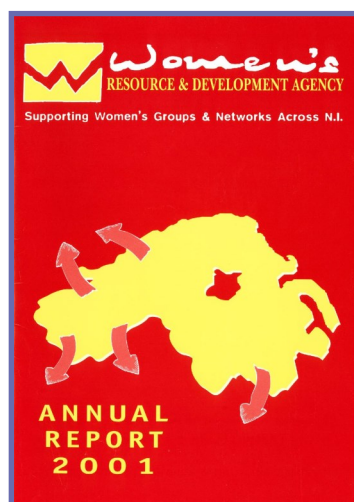
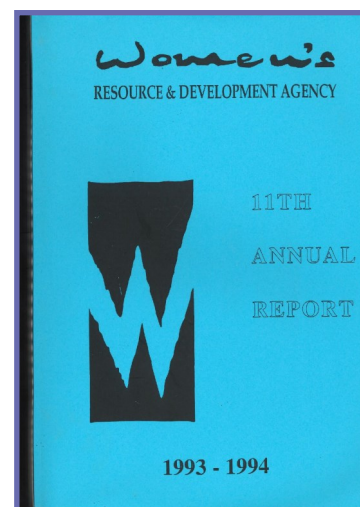
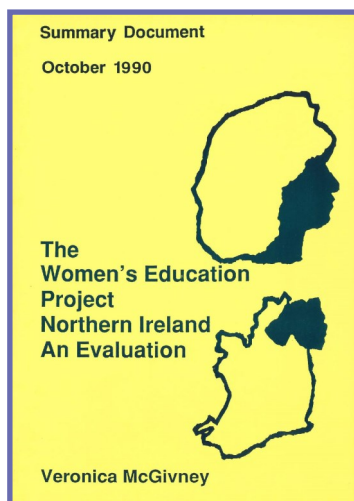
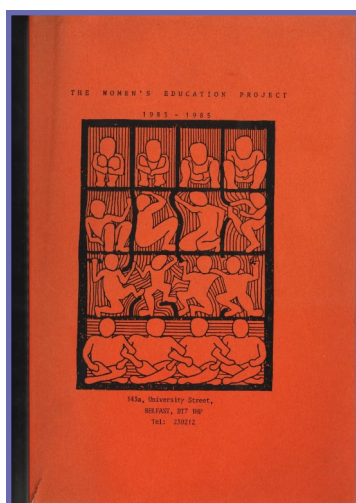


WEP's logo symbolized women breaking down barriers and division through education and becoming stronger together.



Our new symbol represents how every woman's voice matters and has an impact.





# Explanation of 2021/22 Accounts

The trustees have adopted the provision of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). The financial statements comply with the Companies Act 2006 and have been prepared in accordance with the provisions applicable to charitable companies subject to the small company's regime.

## Income

In summary the income for 2022/23 was £679,133 a decrease of £152,287 on the previous year with £664,078 of funding from grants. Last year's restricted income was £613,132, an increase this year of £50,946.

The breakdown of unrestricted funding (£242,786), is made up of:

PHA £209,722

Department for Foreign Affairs £18,009

Use of premises £6,910

Bank interest £221

Other £7,924 (Earned income and donations).

Last year's unrestricted income was £218,288 a decrease this year of £24,498.

## Expenditure

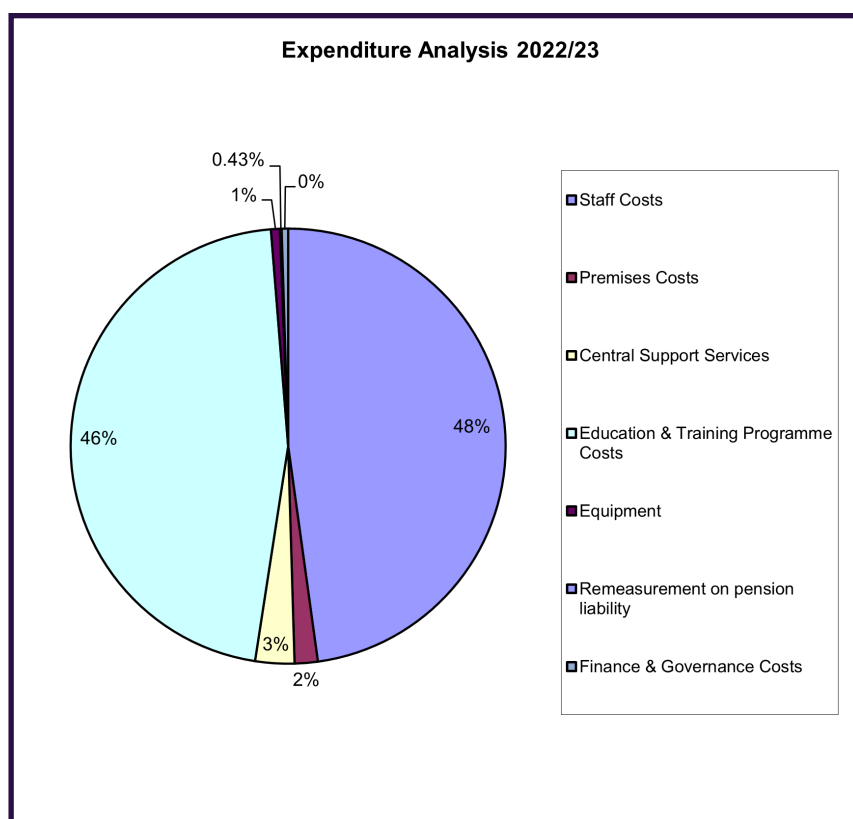
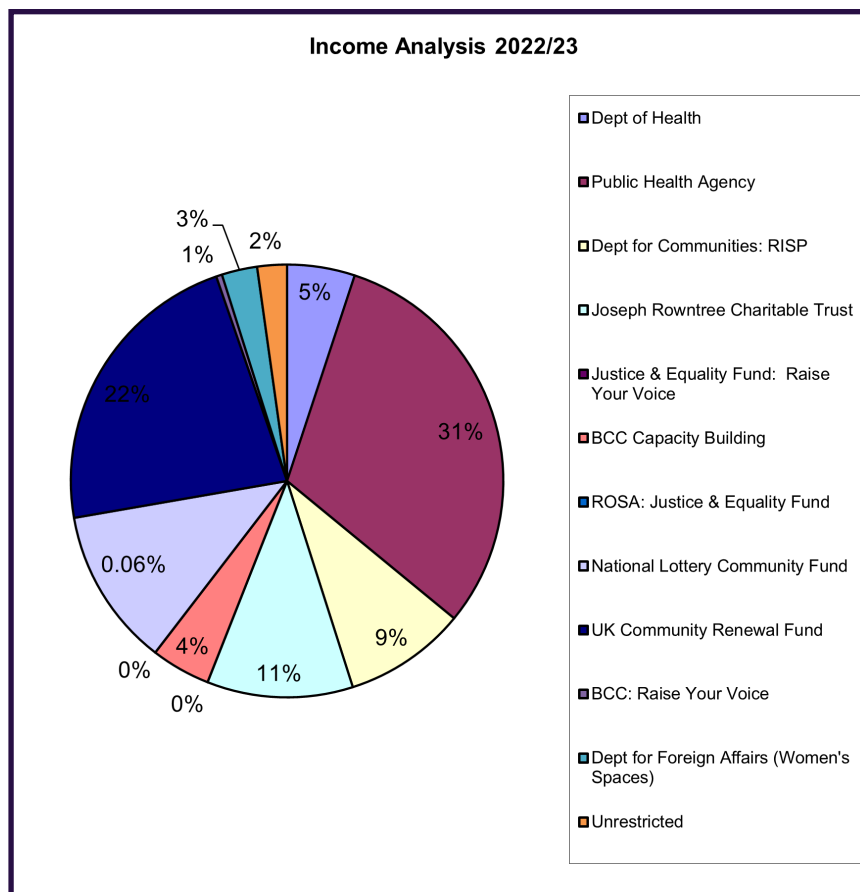
Expenditure this year was £872,797 while last year's expenditure was £613,805, an increase this year of £258,992. This increase, in both the income and expenditure was due mainly to the UK Community Renewal Funded 'Women Breaking Barriers Project'.

Financial Position for the Year Ended 31 March 2022

The remeasurement of the pension plan and expenditure carried forward from last year has resulted in this year's accounts showing a nett deficit position of £193,664, with an unrestricted surplus of £25,835. As at 31 March 2023 the pension liability has been calculated at £36,163 a decrease of £9,708 on 2021/22.

Approved by the Board of Directors on 1st September 2022 and signed on behalf of WRDA by Robyn Scott, Chair-

person and Eileen Weir, Company Director. The financial explanation provided in this report is intended to provide a summary of the full audited accounts. A full copy is available on request.



# Statement of Financial Activities

## for the Year Ended 31 March 2023

	Unrestricted Funds £	Restricted Funds £	31.3.23 Total Funds £	31.3.22 Total Funds £
<b>INCOME AND ENDOWMENTS</b>				
Donations and legacies	136	-	136	262
Grants receivable	227,731	436,347	664,078	822,854
Other income	14,919	-	14,919	8,304
<b>Total</b>	<b>242,786</b>	<b>436,347</b>	<b>679,133</b>	<b>831,420</b>
<b>EXPENDITURE ON Charitable activities</b>				
Direct Charitable Expenditure	218,039	655,846	873,885	617,976
Other	(1,088)	-	(1,088)	(4,171)
<b>Total</b>	<b>216,951</b>	<b>655,846</b>	<b>872,797</b>	<b>613,805</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>25,835</b>	<b>(219,499)</b>	<b>(193,664)</b>	<b>217,615</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>470,138</b>	<b>486,709</b>	<b>956,847</b>	<b>739,232</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>495,973</b>	<b>267,210</b>	<b>763,183</b>	<b>956,847</b>



# Balance Sheet at 31 March 2023

	31.3.23 £	31.3.22 £
<b>FIXED ASSETS</b>		
Tangible assets	241,759	241,759
<b>CURRENT ASSETS</b>		
Debtors	56,854	55,816
Cash at bank	504,933	709,043
	<hr/>	<hr/>
	561,787	764,859
<b>CREDITORS</b>		
Amounts falling due within one year	(4,200)	(3,900)
	<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>	<b>557,587</b>	<b>760,959</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		
	799,346	1,002,718
<b>PENSION LIABILITY</b>	(36,163)	(45,871)
	<hr/>	<hr/>
<b>NET ASSETS (LIABILITIES)</b>	<b>763,183</b>	<b>956,847</b>
<b>FUNDS</b>		
Unrestricted funds	495,973	470,138
Restricted funds	267,210	486,709
	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b>763,183</b>	<b>956,847</b>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small company's regime.

The trustees have adopted the provision of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). The financial statements also comply with the Companies Act 2006.

Approved by the Board of Directors on 14th September 2023 and signed on behalf of WRDA by Robyn Scott, Trustee and Eileen Weir, Trustee. The financial details provided in this report are intended to provide a summary of the full audited accounts. A full copy is available on request.

# Acknowledgements



An Roinn Gnóthaí Eachtracha  
Department of Foreign Affairs



Funded by  
UK Government



**COMMUNITY**  
FUND



Belfast  
City Council



Department for  
**Communities**



Department of  
**Health**

An Roinn Sláinte  
Mánnystrie O Poustie

**Justice**  
**and** **==**  
**Equality**  
**= Fund**

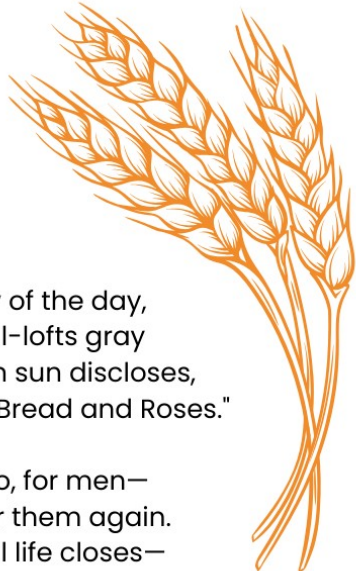
MANAGED BY **ROSA**

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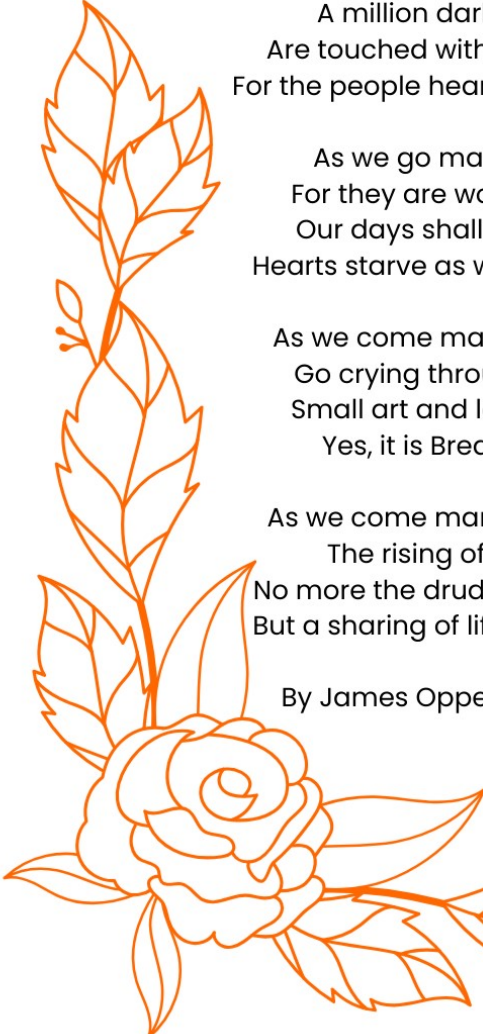


Public Health  
Agency

# Bread & Roses



As we go marching, marching, in the beauty of the day,  
A million darkened kitchens, a thousand mill-lofts gray  
Are touched with all the radiance that a sudden sun discloses,  
For the people hear us singing, "Bread and Roses, Bread and Roses."



As we go marching, marching, we battle, too, for men—  
For they are women's children and we mother them again.  
Our days shall not be sweated from birth until life closes—  
Hearts starve as well as bodies: Give us Bread, but give us Roses.

As we come marching, marching, unnumbered women dead  
Go crying through our singing their ancient song of Bread;  
Small art and love and beauty their trudging spirits knew—  
Yes, it is Bread we fight for—but we fight for Roses, too.

As we come marching, marching, we bring the Greater Days—  
The rising of the women means the rising of the race.  
No more the drudge and idler—ten that toil where one reposes—  
But a sharing of life's glories: Bread and Roses, Bread and Roses.

By James Oppenheim (inspired by a speech by Helen Todd)

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