



Chair's Report

Dear colleagues and friends,

Imece has gone through another busy year and continued to deliver our essential services to women and girls enduring all forms of violence and abuse. I know that I am the chairperson of an amazing organisation, but seeing our stats that really brings it home to me that we reach more and more women each year and what we do is vital for them.

We are all incredibly proud that Imece has been delivering a critical and specialist service for 40 years to our service users. Even in the context of the recent challenges and changes over the last few years and having more and more referrals we have continued to work tirelessly, above and beyond resources, and delivered high quality, specialist, and life-saving services to support all women and children who have approached our services. There is ONLY one team, one Imece to support and empower all BAMER women, but specifically Turkish, Kurdish, and Cypriot women in London.

I would like to say a big thank you to all our staff. Despite a huge increase in work load you have pulled together as a team and kept working to provide advice, assistance, support and accommodation to women and girls facing violence and abuse. I offer a heartfelt thank you to all of you. If I needed any more reminding of how excellent you all are, I was shown again the stats as to how many people we helped last year across 25 London Boroughs. It just shows how much there is still to achieve to combat domestic abuse, racism, and inequality in society, and that we cannot take any progress for granted. We need to keep pushing forward in our drive towards justice and empowerment every single day to tackle inequality, and abuse of power, wherever and however it manifests itself.

I also would like to thank all our service users for putting their trust in us and their ongoing valuable feedback to improve our services. You are why we do what we do, and thanks for all your support.

I am confident that Imece will continue delivering this vital service for years to come, with the support of our commissioners, partners, funders, trustees, service users and our wonderful team of staff members and volunteers. Until next time, thanks to all of you for everything you do every day to support Imece.

Yours in sisterhood

Olcay Aniker-Lumley



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As we are reviewing our last closed financial year, I want to say a big thank you to all survivors of violence against women for reinforcing our strength, resilience, and the very reason for our existence as Imece. Your fight in reclaiming your life and freedom from violence is truly inspirational and encouraging to thousands of other survivors who have yet to reach safety.

It has been another year of uncertainty, crisis and ever increasing demand for advocacy and support. With the continuing impact of the global pandemic, deepening economic and cost of living crises, increase in racism and discrimination, misogyny, unemployment, poverty, and wars, women and children, particularly of Black and Minoritized communities were hit the hardest.

As Imece we continued to develop, grow and expand services, maintain solidarity despite all kinds of social, economic and political challenges, legal restrictions, cuts to social aids and funds. Imece has reached its utmost milestone in its budget and workforce in its history.

Imece's history is full of great women and struggles, from founders to service users and continues to work tirelessly to ensure the services continue to grow and develop to support women and children. Imece shifted to multi layered service model where all levels of risk are supported, longer term resilience and recovery services. Imece has firmed its IDVA services with multiple borough core contracts to support Black & Minoritised women.

Imece strives to represent the voices of our service users and Black & Minoritised women in general at every possible platform, with upholding our intersectional feminist principles. Every service user, every journey and every challenge make Imece stronger, more resilient and determined. Imece will continue to go from strength to strength until the last woman is liberated, VAWG ends, and Imece is no longer needed.

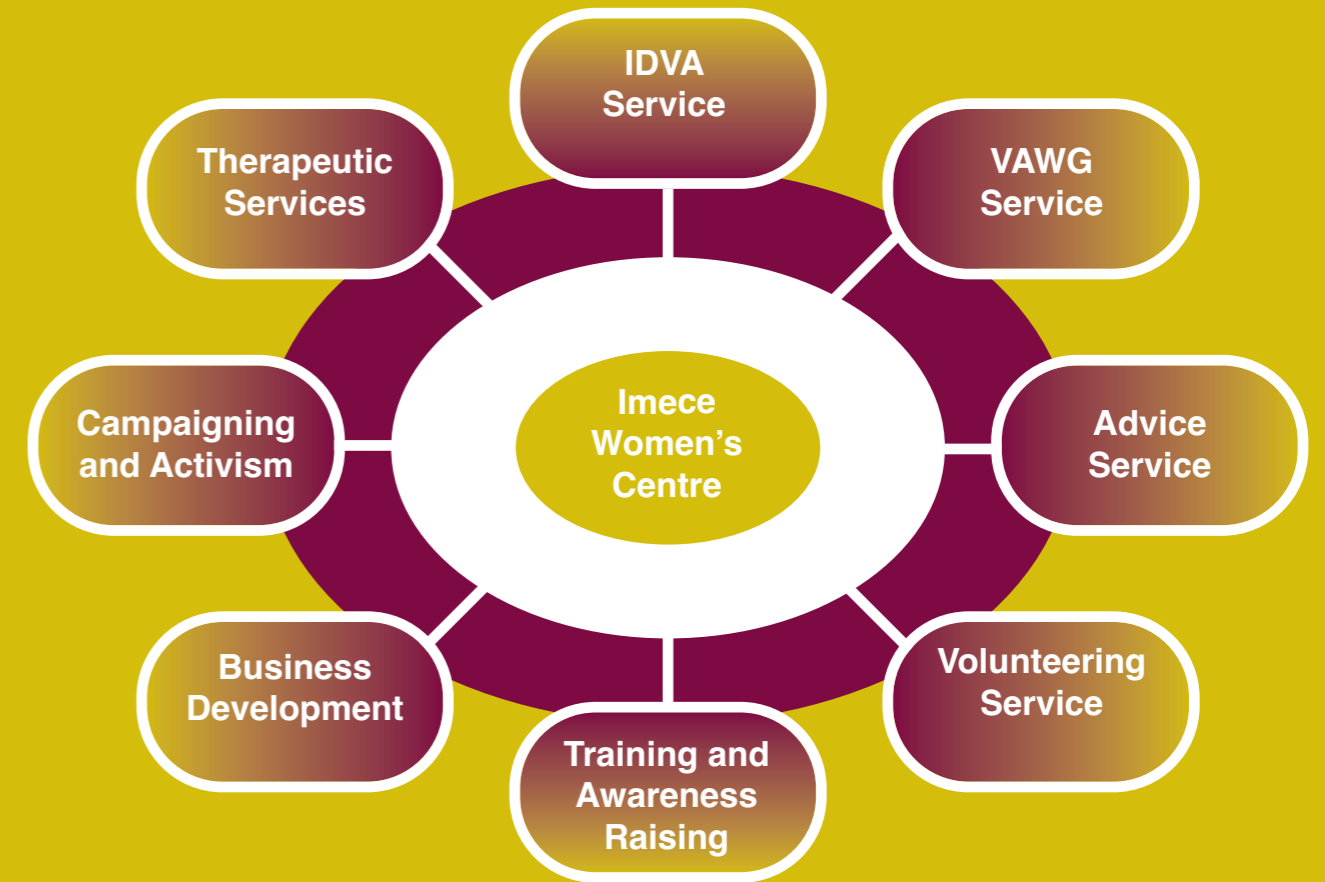
I would like to take this opportunity to thank the amazing Imece staff and volunteers who made it possible to support hundreds of survivors to reach safety, working above and beyond our capacity with great dedication to ending violence against women and all inequalities against Black and Minoritised women.

And finally, I would like to extend my thanks to all our supporters, sister organisations, project partners and stakeholders and funders who we have worked with during this year in our efforts to provide ever so needed specialist services.

In solidarity,

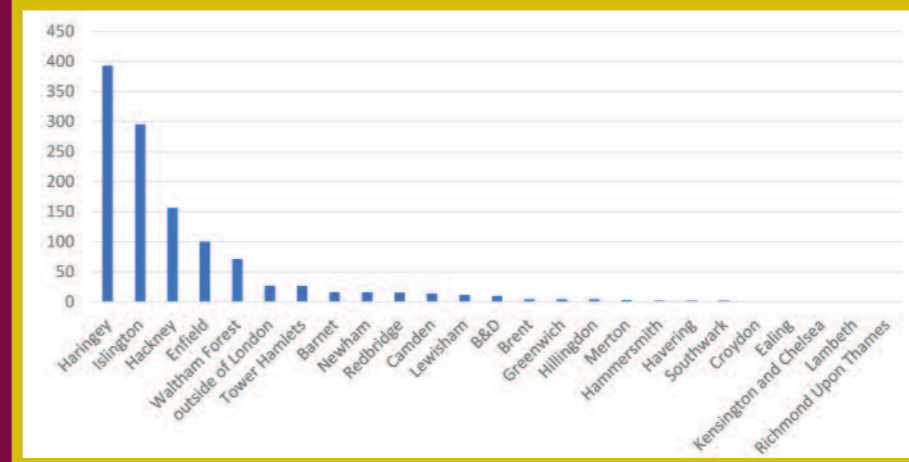
Senay Dur
Director

Director's Report



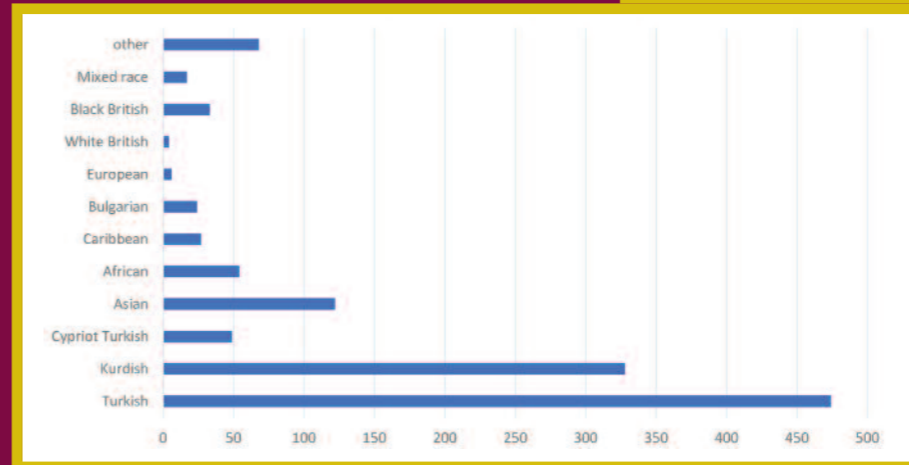
Impact & Reach

- We provided VAWG crises intervention and case work to **950** women across our VAWG services.
- We supported **751** children through prevention, intervention, and case work to across all services.
- We delivered **1516** therapy sessions.
- We delivered **3221** one to one telephone advice, information, and navigation sessions.
- We have supported **148** women with No Recourse to Public Funds.
- We gave VAWG **19** trainings to **339** professionals.
- We gave Therapeutic **12** support groups in house to **67** professionals.
- We gave VAWG **8** community awareness to **83** volunteers.
- **233** women attended the teatime group.
- We delivered Healthy Relationships Workshops to **116** young people.
- We delivered **11,365** Interventions to **1701** unique women and children across **25** London Boroughs.



Boroughs

Age



Ethnicity

VAWG Advocacy Service

Ascent Advice and Counselling

Ascent Ending Harmful Practices (EHP)

Ascent Whole School Approach

Ascent Advice Plus

Women's Safe Engagement and Recovery (WISER) Project

Prevention and Action Through Community Engagement and Training (P&ACT)

VAWG Advocacy service delivered centred linguistic and culturally sensitive support to Black Minoritised women come to Imece with a complex range of issues. One to one case work is directly with the service users providing risk assessment and risk management plan. We worked very closely with Multi-Agency Risk Assessment Conference (MARAC) and social services as well as other voluntary and statutory agencies. Many of the women do not speak English and require language support in order enable them to make informed decision. VAWG service also carried out holistic needs assessment and devise the support plan to support women to rebuild their life and will help them to achieve positive development within outcomes; stay safe, mental, physical, and economic wellbeing. We made sure that assessment and support planning are carried out, and reviewed, and that processes are responsive and flexible to meet the changing needs and choices of the women. We have successfully supported women to access immigration advice and achieve DDVC Concession application and ILR. We supported women and children through safeguarding referral to children and social care. We also supported women to registered to GP and liaise on their behalf due to language barriers.

The projects are supported under this service are as follows:

ASCENT ADVICE and COUNSELLING

This project is a partnership within the London Violence Against

Women and Girls (VAWG) Consortium, funded by London Councils. By providing front-line services and holistic advice, counselling, and support, Imece enabled greater numbers of BAMER women and girls affected by VAWG to:

- access coordinated and specialist support
- increase their safety
- aid recovery into independence

The services provided under this project include specialist one-to-one support, drop-ins, specialist group work activities and confidence building workshops and outreach support through surgery at Enfield Women's Centre. The project has been huge success and work supported hundreds of women and girls in their safety and recovery in London Boroughs of Hackney, Islington, Camden, Enfield, Haringey, Waltham Forest, Newham, and Havering.

The key project outcomes achieved in this project are 104% service users reported that they reduced fear and feeling safety, 114% Service users reported they improved their self-esteem, confidence, and re-build their life, 108% Service users from protected characteristic reported that satisfaction from the services.

Quotation from Service user

"I achieved everything thanks to Imece, you are always very kind and supportive towards me".

ASCENT ADVICE PLUS

Ascent Advice Plus, funded by MOPAC, has increased the capacity of the Ascent Advice services, extended the time services can provide advice to 26 weeks. We provide specialist advice and support to Black and Minoritised women and girls affected by all forms of VAWG as well as support to professionals.

The key project outcomes achieved in this project are 133% service user reported feeling safe, 110% service-users received case work support, 110% Service user reported an increased understanding of abuse and options to reports.

Quotation from Service user

"He is not my husband anymore. It is amazing to be able to say this. I feel like a person who just got out of prison. I am forever grateful to Imece. God bless you all. " Advice Plus

ASCENT ENDING HARMFUL PRACTICES (EHP)

This project is funded by London Councils to improve service provision for those affected by VAWG, with a particular focus on harmful practices (including Female Genital Mutilation, so-called 'honour'-based violence, forced marriage among others. Advice and support offered by the project included accommodation/refuge, emotional support/counselling, welfare and benefits advice, language support, advice around appropriate action to take, risk assessment and safety planning, signposting to other services/professionals, no recourse to public funds, immigration, and legal matters, and outreach including visits alongside other practitioners. We provide this service in the following London's boroughs, Barking and Dagenham, Barnet, Enfield, Hackney, Haringey, Islington, Lewisham, Redbridge, Tower Hamlets, and Waltham Forest. Top project outcomes and % of achievement reported of this project is over 100% of yearly output target all allocated boroughs for this strand.

Quotation from Service user

'I am blessed to have Imece support me. I know I can turn to you when I need help'.

PREVENTION and ACTION THROUGH COMMUNITY ENGAGEMENT and TRAINING (P&ACT)

Imece part of P&ACT EHP partnership will aim to overcome some of the major challenges of ending harmful practices by focusing on Community engagement, sing partners who are trusted and well established across a diverse set of communities in London, intervening early with women to empower them to prevent harmful practices taking place and working with a variety of community and statutory agencies to improve their service responses to women around harmful practices and offering services to women with no recourse to public funds who experience additional barriers and difficulties. This is Pan London delivery to provide one to one casework support to survivor women up to one year.

The key project outcomes achieved in this project are 84 % of service-users report they are happy with the service they received, 80 % of service-users feel empowered and are more aware of their rights and options to enable them to access appropriate services 80% of service-users report an increased understanding of abuse and options to report.

ASCENT WHOLE SCHOOL APPROACH

The Whole School Approach is a prevention strand partnership delivered across all London boroughs. Training delivery usually takes place in schools and educational settings, however Covid - 19 has made it much more challenging to move forward due to restrictions and children falling behind academically. However, Imece managed to deliver virtual sessions to school pupil and professionals and adopted alternative delivery methods to ensure this vital service was delivered.

The key project outcomes achieved in this project are 116 children and young people were reached via our healthy relationship workshop and 62 schools are reached out in our target borough.

WOMEN'S SAFE ENGAGEMENT and RECOVERY (WiSER) PROJECT

The WiSER Project is a specialist service for women and girls aged 16+ experiencing VAWG and severe and multiple disadvantages, providing targeted and tailored services to women who have not engaged with support services for an extended period and whose experience of VAWG intersects with severe disadvantage, increasing their vulnerability and risk. Imece is a participating partner alongside Solace Women's Aid, Nia, FLIC, and Hopscotch.

Top project outcomes and % of achievement reported of this project is over 100 % of service-users reported they are happy with the service they received.

SERVICE USER CASE STUDY

I came to the UK in 2020, with my mother and brother escaping from domestic violence. I was hoping to leave the abuse behind and start a new life with my family.

I met someone who became my boyfriend within a very short time. He started to abuse me shortly after beginning the relationship. Any small thing was causing arguments between us. He was verbally abusive at the beginning; it escalated to physical, sexual, financial, and emotional abuse. He had physically abused me and consistently threaten me to the point that I feared for my life. I was so scared to call the police because he was constantly threatening me. The abuse escalated from shaking me up to hitting my face, splitting my lip in two, hitting my head to the car and choking me. I reported him to the police, the police charged him.

However, he continued his threaten me to upload my nude photos and videos on social media and harming my family made me extremely worried. Therefore, withdraw my complaint to due to these threats. He forced me to have sex with him many times. He even forced me to use cocaine with him several times.

I could not tell the abuse to anyone as he was controlling me, not allowing me contact with others, preventing me register to English courses, or finding the job. He would prohibit me from contacting my family and the therapist from IMECE Women's Centre. My mental health had deteriorated dramatically. I couldn't sleep at night, I was depressed, I had no appetite. He forced me to have sex with him; I felt disgusted and ashamed of myself. I didn't know what to do; at times I felt suicidal because of his consistent pressure and feeling like I wasn't able to get help from anywhere. I even attempted to kill myself once, my mother saw me trying to take pills and she stopped me.

The ongoing threats of uploading my photos and harming my family made me extremely worried. I suspected that any day now he could kill me. I reported him to the police, and I decided then that I couldn't live like this anymore. I reached out for support, I contacted IMECE Women's Centre. With the support of Imece I reached safety by moving to a temporary accommodation with my family and applied for relevant benefits. They provided me with emotional support and referred to counselling. I also registered to ESOL course successfully and achieved.

IDVA Service

Islington Samira Project

Haringey BAMER Specialist

Pan-London IDVA-PRP (Comic Relief)

Imece women's centre's specialist BAMER IDVA service provides crisis intervention 1 to 1 casework support to women at all risk levels. IDVA's offer information, advocacy, and specialist services to increase safety and meet a range of needs – these can include ongoing safety concerns, emotional or housing support, legal options, reporting to the police, help around child contact, benefits, and financial advice.

The projects are supported under this service are as follows:

ISLINGTON SAMIRA PROJECT

The Samira Project is a Funded by Islington council the Samira Project is a partnership project in Islington between Imece Women's Centre, Latin American Women's Aid (LAWA) and Kurdish and Middle Eastern Women's Organisation (KMEWO) supporting Black and Minoritised women aged 16+ who have been subjected to VAWG including, domestic violence (DV) & harmful practices.

The key project outcomes achieved in this project are 47% of service users supported into safe accommodation, 65% of service users reported improved financial situation, 95% of service users reported feeling safer.

Quotation from Service user

"Had it not been for my trust in Imece, I would not have taken the flight back to the UK to seek my rights. They told me that they could support with taking legal action against him and that I might have a chance to see my son again. I would have been too afraid to be where I am now without my IDVAs support along the way. From the day of returning, they are assisting me in every step".

HARINGEY BAMER SPECIALIST

Funded by Haringey and MOPAC council the Haringey BAMER Specialist IDVA service supports with casework crisis intervention support Haringey resident women effected by VAWG and Harmful Practices at all risk levels. Specialist BAMER IDVAs follow an intersectional approach to meeting the complex/multiple needs of BAMER survivors seeking support.

The key project outcomes achieved in this project are 97% of service users reported feeling safer, 88% of service users reported they have better knowledge about their rights and options, 95% of service users reported they are better able to recognise abusive behaviour.

Quotation from Service user

"I was having difficulties, because I didn't understand the process with the Criminal Justice System and Children's services, my social worker had passed my child over to the biological father, but I couldn't understand why. My IDVA was there, several times over this year to support me and help me understand the risks posed on me, how to safety plan when at risk from gangs and how I can work more positively with children's services to safeguard my child.

Throughout my journey, I received counselling support from Imece's services, this was vital for me as it helped me to understand when my risk had increased and why I would need to start engaging the VAWG service again to make sure I had an advocate to stand by me who knew my community, my language, and my needs. I thank my caseworker and my therapist for everything they have done and the ongoing support they provide".

PAN LONDON IDVA - PRP (Comic relief)

Pathway to Recovery Project is a Pan London partnership project funded by Comic Relief and led by Imece Women's

Centre; partnered with Latin American Women's Rights Service (LAWRS) and Kurdish and Middle Eastern Women's Organisation (KMEWO) supporting Black & Minoritised women subjected to VAWG through crisis intervention IDVA support, counselling and group work aimed at empowerment and resilience for VAWG survivors.

The key project outcomes achieved in this project are 60% of service users support into safe accommodation, 90% of service users reported feeling safer, 95% of service users reported having better knowledge about their rights and options.

Quotation from Service user

"I really struggled with trust issues, which is why I waited so long before reaching out to D.V. services. I have gone through years of psychological abuse; my husband would get people to follow me to work and it intimidated me. Through the work with my IDVA, I am now continually using the counselling services to health with my mental. I fled to another borough for my own safety, my children are a lot happier now where they feel safe in the home, I have made for them. I still receive support from children's services and call up Imece if I need any advice. Now that I feel like I am in a much better place I hope to start to join the teatime group session in the office where I can meet others like me and socialise with people from my own community. My IDVA guided me and without her advice I might not have been able to be this brave."

SERVICE USER CASE STUDY

I was subjected controlling and cohesive abuse, physical, emotional, verbal, psychological and financial abuse, and HBV from my ex-husband.

Since coming to the UK 2 years ago, my husband would make my life unbearable. He started to become psychologically and emotionally abusive towards me right after I moved here, he would constantly threaten to send me back to Turkey. He was excessively jealous and would always accuse me of cheating or speaking to other men, checking my phone and messages to see my communications with others. He would push me to the ground, restrain me and tell me that he could kill me and that if he did no one would know. It scared me because I knew he was trained in martial arts and his physical strength was no match to mine. He would push me against the wall and strangle me. Every time he would threaten that he had the power to kill me. I was afraid to speak out, I thought if I spoke out about the abuse,

I would risk losing my child because he's more secure than I am, so I never approached services.

During the pandemic, he argued with me again and became physically abusive. I ran out the house in my pyjamas, without any shoes on my feet. He didn't follow me, he told me that he didn't want me back in the house, before leaving he had taken my phone off me and my son was still there. I remember sitting and waiting on bench nearby our home, I was waiting for him to calm down.

I went back home, and he told me he was sorry for what he had just done and that maybe we both needed some time away from each other since the stress of the pandemic. He told me that he thought it would be a good idea for me to go visit my family in Turkey and this would hopefully make us both better. I hadn't seen my family in over a year so I agreed to go, he told me he would take of our son.

When I arrived in Turkey, I realised I had been tricked and manipulated. When I tried to call and reach him, he told me that I was no longer his wife and no longer the mother of our child. He would send me threatening messages and I even had me in laws visit me in Turkey to tell me to verbally abuse and threaten me about returning.

Had it not been for IMECE, I would not have taken the flight back to the UK to seek my rights. They told me that they could support with taking legal action against him and that I might have a chance to see my son again. I would have been too afraid to be where I am now without my IDVAs support along the way. From the day of returning, they are assisting me in every step.

Advice, Information and Advocacy Service

The Islington BAMER Advice Alliance (IBAA)

Imece's Advice, Information & Advocacy Service provided specialist advice to women on wide array of areas including welfare benefits, housing, employment, education, training, and health to 251 unique women.

Anka Project, MOPAC VAWG Grassroots Fund, Floating Support

The service is delivered in Kurdish and Turkish, meeting the needs of a wide range of women supporting them in a safe, holistic, culturally sensitive environment through face-to-face appointments as well as telephone advice.

Hackney 55+ Elderly Project

Our advisors work extensively with individual women to support securing positive outcomes that can contribute towards them gaining, re-gaining, and maintaining their self-confidence and independence.

Diverse Communities Health Voice

The projects are supported under this service are as follows:

ISLINGTON BAMER ADVICE ALLIANCE (IBAA)

IBAA is a network of Islington-based advice providers which deliver support on housing, welfare benefits, job search, immigration, and other re-settlement issues to the most

disadvantaged and hard-to-reach BAMER communities in Islington.

Quotation from Service users

"I got the support from you that I didn't get from my family."

HACKNEY 55+ ELDERLY PROJECT

This project targets Turkish, Kurdish, Cypriot, and Turkish-speaking Hackney resident women over the age of 55. The project aims to ensure that women can live their lives in a secure environment and to avoid isolation and loneliness through cultural activities and group work.

Quotation from Service users

"It is nice to be able to talk to someone in my native language. The key project outcomes achieved in this project are 95 % of service users report having secured and safer accommodation, 80 % of service users report having a better knowledge of rights and options, 75 % of service users report improved physical and mental health."

ANKA PROJECT

Project Anka provides recovery, resilience, and settlement support, through enhanced one to one floating support and group work to Black, Asian, and Minority Ethnic and Refugee (BAMER) women survivors of Domestic Abuse & Harmful Practice living in London.

The key project outcomes achieved in this project are 90 % of service users report improved self-esteem, motivation, and confidence, 95 % of service users report having secured and safer accommodation, 80 % of service users report having a better knowledge of rights and options.

Quotation from Service Users

"Imece always supports us from past to today. We will get through these difficult days with your support."

DIVERSE COMMUNITIES HEALTH VOICE

Imece and other 11 Islington-based organisations with collaboration of Islington Health Watch for supporting communities of interest are working together to gather insight by participating in the survey of the Islington residents that our

organisations represent so that these surveys can inform service provision and commissioning, increasing equality of access.

Projects we were involved in for this year are Covid survey for public health, SMI Motivational Interviewing, 'Patient letters for people with Long-Term Conditions' and London Community Response Funders Wave 4 for sharing information with residents on COVID (vaccine), Carers survey and Digital exclusion interview.

WHOLE PERSON, WHOLE COMMUNITY PARTNERSHIP

Imece is a part of collaboration with AdviceUK and member organisations that advise specific minority ethnic or marginalised communities in London, working together to grow a partnership of organisations with direct experience of applying and developing the Whole Person, Whole Community Approach in their own work. To facilitate this approach, we use communication with people who ask us for help, or getting a fuller understanding of how the advice we give fits into people's wider lives.

The approach reflects the values and practices of many of the member organisations: it is fundamentally centred on understanding what matters to people and the communities they live in. It gives very practical ways of improving the experiences people have when they look for advice and support, and how that advice and support can be resourced.

Therapeutic Service

Ascent Advice and Counselling

Ascent Ending Harmful Practices (EHP)

MOPAC EHP P&ACT

Big Lottery Fund Partnership

Imece's specialist continued to work at full capacity and supported 161 women by offering one to one session. Our counsellors are specialised in a variety of approaches and can offer very effective tailored therapies which are responsive to the specific needs of the users.

Imece's counsellors create a safe, confidential, non-judgemental, and woman-centred space which allowed us to explore the impacts of the violence they have experienced, and to support them in establishing a new life. Therapeutic Services delivers these services through the following projects: Ascent Advice and Counselling, Ascent Ending Harmful Practices (EHP), MOPAC EHP P&ACT, Big Lottery Fund Partnership.

The projects are supported under this service are as follows:

ASCENT ADVICE and COUNSELLING

This project is a partnership within the London Violence Against Women and Girls (VAWG) Consortium, funded by London Councils. We provide this service in the following London boroughs, Hackney, Islington, Tower Hamlet, Enfield, Haringey, Newham, and Waltham Forest.

Quotation from Service users

"I say it every session that I feel safe and secure with you, I have worked any therapist before in my life, but I never felt this

much supported. I had many experiences either face to face online or phone, you are the first person ever I told everything so transparent. I say this each and every session, I am happy to work with you and I felt listened, heard, I am not ready to leave I need more support from you."

ASCENT ENDING HARMFUL PRACTICES (EHP)

This project is funded by London Councils to improve service provision for those affected by VAWG, with a particular focus on harmful practices (including Female Genital Mutilation, so-called 'honour'-based violence, forced marriage among others). We provide this service in the following London boroughs, Barking and Dagenham, Barnet, Hackney, Lewisham, and Waltham Forest.

Quotation from Service users

"I have never been to therapy service before about these issues of mine. It was really beneficial for me; I hope to receive therapy in the future again."

MOPAC EHP P&ACT

This project is funded by MOPAC to improve service provision for those affected by VAWG, with a particular focus on harmful practices. We provide this service in the following London boroughs, Barking and Dagenham, Hackney, Islington, and Waltham Forest.

Quotation from Service users

"I am at a better place now after the sessions. I have gained a lot in terms of resilience and boundary setting. I really enjoyed the psychoeducational aspect of our counselling."

BIG LOTTERY FUND PARTNERSHIP

This project is funded by Big Lottery partnership with Minik Kardes and Derman to provide holistic support provision for those families affected by VAWG, Imece provides specialist counselling to women survivors. We provide this service in London borough of Hackney.

SERVICE USER CASE-STUDY

I was referred to IMECE Counselling team from VAWG Team. After an assessment, I was offered 15 counselling sessions. I

have been attending the sessions regularly and try using my time efficiently.

I was born in 1980 in Turkey. I have got 10 siblings, but I am not in good terms with my siblings and don't talk to them except my youngest sister. I have been both physical and psychological abuse by my brothers since my childhood. My only ally in the family was my father who passed away when I was 18 years old. Two months after his funeral, I was forced to marry someone my family chose. My husband was very violent, and he became more aggressive when I got pregnant. He tortured me so that I miscarry. After my son was born, we got divorced; I raised my son alone with no support from my ex-husband.

My family didn't allow me to continue my secondary education. I completed it with distant learning and found a job. I looked after my son and my mother financially while my brothers shamed and humiliated me by implying that a divorced woman is no different than a prostitute.

I bore the emotional burden my family heaped onto me for 14 years and eventually had to accept an arranged marriage to end the psychological abuse. I was forced to move to the UK for wedding. My second husband had behavioural problems and started abusing my emotionally, verbally, and psychologically straight away. I had been attacked physically several times and in March 2020 I was thrown out to the street with nothing but my clothes by him.

I was homeless for 6 months, living in the streets or hospital lounges. I was on my way to commit suicide when I got the call for the refuge placement.

When we started sessions, I was very lonely and isolated with nothing familiar in my life. During our sessions, we established a good trusting relationship which grounded me and gave me confidence to work on my issues. We have worked on my ruminating thoughts on dying and past traumas. My counsellor has contacted my GP with my concerns, and they have prescribed me anti-depressants to compliment talking therapies. We still have five more sessions to work on underlying feelings and thoughts on the nature of my resentment. However, I have already shown improvement and now can talk about future without negative associations.

Volunteering Service

Henry Smith Foundation

Imece recruited 28 women from Kurdish, Turkish and Cypriot Turkish communities who were unemployed and wish to build a career in women's and any other community sector in a safe, confidential environment and aids gain employability skills and experience in different practical volunteering settings. As part of their volunteer roles, they created and facilitated group sessions with our users. Imece attended 2 important Volunteering fairs in October 2021 and February 2022 in this period.

The project supported under this service is as follows:

HENRY SMITH Foundation

This project worked with 28 Turkish, Kurdish, and Cypriot Turkish women looking for opportunities to enter the workplace in the UK, and with a particular interest in the BME ending VAWG sector. We have successfully trained VAWG Champions. Our volunteers have participated in internal training workshops designed to enhance our volunteer's employability skills and several external trainings regarding adult safeguarding, Mental health first aid, Honour Based Abuse/Forced Marriage Basic Awareness, Advancing Training in Suicide Prevention Clinical Care and Understanding the impact of trauma. Volunteers interested in counselling had the opportunity to call service-users and support their wellbeing on the phone. These volunteers also attended clinical supervision to discuss casework with a Psychotherapist. Volunteers shadowed our advice and domestic violence workers and had the chance to ask them questions to build on their knowledge and experience both in-person and remotely.

The key project outcomes achieved in this project are 90.5 % of our volunteer cohort have experienced notable improvements in their career prospects, 75% of our volunteers gained employment, 62% of VAWG Champions continued their career development through further education. Moreover, our volunteers participated in 60 other workshops held by Imece and other agencies. Through 8 awareness raising / training sessions we have the chance to reach 83 attendances.

The sessions named as menopause, overcoming digital addiction in children, gender-based Digital Violence, Women and Migration, Moral Guardians in Media, City and Islington college / Angel, City and Islington college / Finsbury, City and Islington college / Holloway are held with our stakeholder boroughs.

Quotation from Volunteers

"As a counsellor in training, volunteering with Imece helped me understand the impact of domestic violence on service-users. I learned about topics such as anxiety, parenthood, domestic violence etc."

"I found the employability skills training given by Imece well informed".

"As a volunteer in the VAWG Team, I observed making an initial assessment, risk assessment, and referral to MARAC. I support applying for homelessness, child benefit and biding reference number for our service-users. By taking reception calls I learned a lot about our services and which kind of problems our service users face"

Trainings, Support Groups and Awareness Raising

Imece delivered VAWG and harmful practices training to a wide variety of professionals including to refuge staff, adult and children's safeguarding, police, and housing staff to increase awareness and understanding in identifying and responding to harmful practices funded by the Mayor's Office for Policing and Crime (MOPAC).

The course covered all forms of violence against women and girls, including forced marriage, so-called 'honour'-based violence, breast ironing, FGM, faith based abuse and corrective rape.

Analysis of year one of the project highlighted the value in supporting professionals to see harmful practices through a different perspective, giving them the confidence to make decisions. Imece's trainer brought knowledge and experience working with women experiencing harmful practices as well as wider VAWG issues. 339 professionals attended 19 sessions in Haringey, Waltham Forest, Tower Hamlets and Lewisham this year.

CCR Training, DV and Harmful Practice Training

In many cases, there are no easy solutions to rebuilding your life following abuse. Imece provides support and strategies that can help this process, such as surrounding her with as much positive, encouraging social support through Teatime support group. Women and children who experience abuse often say they felt isolated by their abuser from any outside support. Imece provides a space for women to reduce their isolation, increase their resilience, confidence and empower them through the provision of information using accessible language.

This year Imece ran and facilitated.

- 42 Teatime sessions which 233 women attended.
- 12 support groups in house sessions which 67 professionals attended.
- 8 community awareness sessions which 83 volunteers attended.

Finance and Business Development Service

Digital Inclusion Activities

Imece launched a new website with a user-friendly design. The website provides all the information regarding all the all services and projects details. All the content was translated to Turkish. The website has been updated regularly.

A promotional video in partnership with Monocot Video Productions was created a short video for social media to promote our services and projects. Imece staff was actively involved and took part in the production video.

For social media content, a guide for was written and introduced to volunteers. This guide includes social media policy as well as Technological and practical tips for volunteers. Imece Volunteers regularly created social media contents on various topics. Imece

has increased the engagement, interaction, and followers. Imece started to engage and cross promote with sister organisations in the UK and Türkiye on social media accounts and develop solidarity.

An article cover was published on Imece Women's Centre in the concept of Turkish British Mag.

A 40th year logo was created, images and developed an action plan for the 40th year celebration. The logo was embedded to all our social media accounts profiles etc.

A social media Calendar was introduced and weekly updates of all services, tea times etc were posted. All images and contents were produced with the volunteers.

Financial Report

IMECE Women's Centre (Private Company Limited by Guarantee)
Detailed Income & Expenditure Account For the year ended 31 March 2022

	2021/22 £
Income	
Grants receivable	721,248
Income generation	34,627
Interest receivable	27
Fundraising & donations	2,809
	758,711
Direct charitable expenditure	
Staff costs	530,417
Staff pensions	7,497
Staff training & welfare & other expenses	6,500
Staff Recruitment	2,400
Health & safety	546
Clinical Supervision	13,280
Travel & subsistence	630
Canteen & office refreshments	571
Grants Payable (Partner Expenses)	80,590
Rent, rates & service charges	3,889
Volunteer expenses	5,838
Interpreting	1,455
Service-user expenses	5,867
Repairs & maintenance	3,697
IT maintenance & web hosting	12,015
Equipment hires	2,185
Events and functions	-
Printing, postage & stationery	686
Publications and publicity materials	2,536
Digital Inclusion	4,540
Telephone	10,284
Membership and subscriptions	6,734
Sundry expenses	102
Depreciation	5,101
	707,360
Management & administration	
Staff costs	31,340
Staff Pensions	671
Accountancy	5,460
Legal & professional expenses	2,425
	39,896
NET INCOMINGS/(OUTGOINGS) IN YEAR	11,455

Thank you, all our funders who shared, Imece's vision and enabled us to continue to work towards ending VAWG and providing specialist services to BAMER women. Also special thanks to all individuals, organisations, and companies for their generous donations.

L B Islington
L B Camden
London Councils
MOPAC
L B Hackney
L B Haringey
Henry Smith
Big Lottery
ID Relief PRP
IBAA
LB Islington VCS
L B Islington Healthwatch
City Bridge Trust
London Community Foundation

