

Research and Evaluation

- As shared in the recent staff meeting, we created a video celebrating 20 years of Routes to Support. If you'd like to use the video in any of your work, it is available on our [website](#), or there is a direct link [here](#).
- Last Friday, Office of National Statistics (ONS) published their [latest annual domestic abuse statistics](#). R&E supported this work by contributing data from Routes to Support & OnTrack to an article, 'Domestic abuse victim services', as well as contributing to the ongoing redevelopment of the questions on domestic abuse in the Crime Survey for England & Wales.
- We've begun working with Vision to transform our existing OnTrack datasets into a single, merged dataset that we can use for research and evaluation. We're excited about the possibilities this new dataset will open!
- Looking for the latest statistics and evidence on domestic abuse? The [evidence briefing](#), available on Ada and updated annually, is a great place to start. If you don't see what you're looking for, email the [Research and Evaluation Team](#) and we'd be happy to help.
- Sarika, Natalie and Izi attended the London Councils Showcase event on Wednesday 22nd November. We are funded by London Councils to collect and share data on the provision and use of London refuges. The event was an opportunity to showcase our work and meet borough officers and councillors.

Direct Services

[Click here](#) to read this week's case studies.

- Our recent five-question survey on the Survivors' Forum has now closed. This includes what survivors would like to see moderators posting about, what new forum boards would be helpful, and the most useful topics for drop-in sessions. Kate and Stacey will follow up with next steps and will share the findings with the wider team.
- **Recommendation:** Surviving Economic Abuse have launched a [Banking Support Directory](#) where survivors can find information about how their bank can support them around economic abuse and how to contact them.

Finance and Operations

WA Archive - There is already a range of material live and searchable, and ready for you all to use. We have a SharePoint ready for you to explore, which contains handy search guides and collection information here: [Women's Aid Archive](#).

- **Software Procurement** - If you are acquiring or renewing any software for your role/department, please ensure you contact [Helen Kulka](#) in the first instance. It is

vital that we ensure anything we use meets minimum IT security and GDPR requirements, as well as having a central log. Additionally, we may be able to apply for a charity discount under certain schemes we use, or we may already have a licenced tool which does the same job.

- **Bristol office** – As you may be aware, a major tidying and sorting operation has been underway over the last few months, this is ongoing and hopefully those of you who have visited the office this week have started to notice a difference. We will keep you updated with the progress but if you have any questions in the meantime, please reach out to [Ops](#).

Fundraising

- YAWN the pyjama company supported us again this Black Friday with 10% of their profits, they also did a blog with the wonderful [Kathryn Mann](#) which you can read here: [Notes from Yawn | Giving Friday \(loveyawn.com\)](#)
- Following our re-launch of our partnership with easyfundraising, in the last 30 days we have received 52 new sign ups to the platform which we are pleased about with the festive shopping period well underway.
- The community team are working through the data received during the 1.7 Challenge to compile and analyse findings for the annual report.
- The team are also undertaking an audit of the Fundraising section of the website, benchmarking access of information, resources and intuitive nature of design. The team are working with Helen to review, update and improve where possible.
- We are also very pleased to announce that after a successful recruitment, Cords is now the permanent FR Manager! Huge well done to [Cordelia Lodge](#).

Membership

- We have welcomed four new full members to our membership body:
 - **Karma Nirvana:** A national organisation with the aim of ending honour-based abuse in the UK. They run the national helpline supporting survivors of so-called honour-based abuse.
 - **P.H.O.E.B.E:** A Suffolk-based domestic abuse service providing support for Black and minoritised women and children, including counselling, advocacy and ESOL classes.
 - **St Albans and Hertsmere Womens' Refuge (SAHWR):** Providing safe accommodation and community-based services to support survivors of domestic abuse.
 - **Southall Black Sisters:** A dedicated led by and for Black and minoritised

service supporting women and children experiencing domestic and sexual abuse. They run a national helpline and also offer a last-resort No Recourse Fund for survivors with NRPF to access refuge or safe accommodation.

- We held a Quality Assessment Panel this week and are happy to share that one of our member services achieved a conditional Full NQS pass, and another member service achieved a conditional Stage One pass.
- Membership are working hard to continue with work as usual despite having a much reduced team - please do bear with us while we have reduced capacity.

National Training Centre

- Last week Rebecca joined Harriette in reviewing the DWP's Child Maintenance Services Domestic Abuse Training for staff. Advocating for a gendered approach, an acknowledgement of intersectionality and an end to their emphasis on 'mutual abuse' in training.
- This week, a training film was shown to MP's at an event in partnership with L'Oreal, featuring Jacqui.
- Also this week, our Training Officers are delivering the Certificate to Practitioners across the country, You & Me Mum to Facilitators, as well as bespoke training to L'Oreal and the Rail Delivery Group.
- **Apprenticeship development** - Both the Standard and the End Point Assessment plan (EPA) are due to go before the Care and Protective Services route panels next week for approval. Best case scenario is that both are completely approved as submitted. However, the most common outcome is approved with conditions – some minor adjustments / changes may have to be made.

Media, Brand and Relationships

- This week, our head of policy Lucy Hadley was a guest on the [Unit Chambers](#) podcast, discussing the importance of preventing domestic abuse, the issues women face in family courts and our ongoing work in this area.
- We have received coverage to coincide with the start of 16 Days of Activism, specifically on White Ribbon Day. Head of Media, Teresa Parker, spoke to Sky Sports about how important their acknowledging of White Ribbon Day is, as well as our ongoing work with football clubs. For this piece we worked with a survivor to share her story of abuse and speak about the correlation with big football matches, signposting to WA as a vital support.

- Lucy Hadley was also interviewed ahead of White Ribbon Day, with the segment discussing the importance of domestic abuse prevention running on a number of radio stations, including Splash FM and Share Radio.
- Teresa attended the WAVE webinar on Tuesday, and also went to Fulham football club for their IDEVAW game with Lizzy.

16 Days

As a reminder, we appreciate all colleagues support during of 16 Days of Activism against Gender-Based Violence as we campaign to urge political party leaders to invest in specialist domestic abuse services to save lives, and public money.

Ways you can support are:

- **Social media** | By retweeting/re-sharing our #16Days assets on Twitter, Facebook, Instagram or LinkedIn.
- **Sign and share our 16 Days open letter** | [Here](#).
- **Write to you local MP inviting them to our parliamentary drop-in event** | [Here](#).
- **Encourage family and friends to join Women's Aid as a Campaign Champion** | [Here](#).

ACAS Management Training

This week, 12 managers across the organisation have attended Management Training with ACAS. The training covered; the role of managers including responsibilities and common error; communication skills including methods of communication, listening skills, feedback, emotional intelligence and empathy; managing short and long-term absence and return to work interviews; as well as, managers role in disciplinaries and grievance issues, both formal and informal.

A second group of managers will be going through the training in December.

Starters, leavers and vacancies

- [Senior Events and Conference Officer](#) – Open closing date
- [Senior Community Fundraising Officer](#) – Closes 7th January
- [Marketing Manager](#) – Closes 13th December
- [Fundraising Assistant](#) - Closes 18th December

If you come across anything else that you think would be of benefit sharing with your colleagues, please email engagement@womensaid.org.uk. All topics welcome.