



AMINA

The Muslim Women's
Resource Centre

Annual Report

2014/15

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Welcome from the Chair and Director

By the beginning of last year the staff had settled into our new office premises in Citywall House in Shawlands Glasgow. We continued to deliver our Helpline and VAW projects in both Glasgow and Dundee. We also secured funds from the Scottish Governments People and Communities Fund which enabled us to start our new employability project which supports Muslim women to gain the skills and confidence to apply for jobs. It wasn't long before we had secured money from the Climate Challenge Fund to support Muslim families to save money through changing their behaviours on how they use energy. By October 2014 the staff team was larger than it had ever been before. Amina through the work of our dedicated staff has actually grown and diversified the services that we provide to women across Scotland with direct services being provided in Glasgow and Dundee.

Smına Akhtar, Director

2014 was another good year in the Amina journey. In the face of challenges and a difficult funding climate, we achieved new funding and progressed the organisation into new areas of work. Our goal is to anticipate and represent the needs of Muslim Women in Scotland and broaden the sectors of work through which we can address these needs and we are working towards these growth parameters. This year we were able to increase the size of Amina's staff group to its highest level to date in the Glasgow and Dundee offices. This has been possible only with the commitment, hard work and creativity of staff and the support of all our volunteers and Board members in Amina's work and projects.

Aziza Khand, Chair

2014/15 in Numbers

3900

Muslim & BME women and their families
have benefited from our work.

50

New Volunteers Trained

162

Women realised their potential with our
bespoke employability support

5600

Followers on Facebook and
Twitter

21

Dedicated Staff

Helpline Project

Forty two volunteers in Dundee and Glasgow supported the helpline staff to work with over 2500 women from across Scotland and parts of England too.

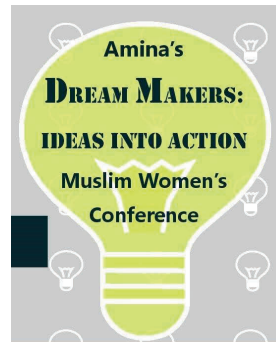
Amina – Muslim Women’s Helpline continues to be the only service of its kind in Scotland providing a listening ear support and sign-posting service on a variety of issues such as marital, domestic abuse, family tensions, mental wellbeing, parenting challenges, social isolation and anti-Muslim sentiment.

In addition to this, our Imam and Alima service running weekly to answer any faith based questions, has been popular with callers feeling able to gain the right knowledge in an accessible, confidential and non-judgemental manner. Key issues arising have been on women initiating divorce, how to overcome depression, reverting to Islam and being mindful of faith when dealing with family challenges.

This year has seen a pilot money advice service in partnership with Citizen Advice Direct launched, supporting women in abusive relationships to gain financial advice to empower them to make informed choices about their situation.

It’s been a busy year in terms of development work with the referendum and the changing political climate. Amina held referendum roadshow events across cities, towns the length and breadth of Scotland, to ensure Muslim women were informed about voting and were able to hear both sides of the case.

This year the annual conference - DreamMakers: Ideas Into Action was very successful bringing together women from across Scotland to help put their ideas into action.



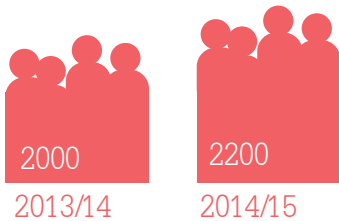
Later on in the year, the focus shifted to recognising the increasing strains on Muslims and vulnerable communities, with organising and delivering events such as immigration and no recourse to public funds, asylum, freedom of speech and organ donation, attracting many agency workers and individuals, in a bid to ensure that Scotland is a fair and safe place for all.

Schools

We train women volunteers to deliver presentations to RE classes across Glasgow and Dundee. Our volunteers present a human side of Islam; theory is explained, but in relation to how a Muslim woman would practice her faith in Scotland, with the presenter often sharing personal journeys and experiences. The project is in its 4th year, with it proving popular with teachers, pupils and volunteers!

20 different schools, 74 classrooms and 2200 pupils were visited this year. Some schools were visited in partnership with Interfaith Scotland and Islam Awareness Week. 20 volunteers undertook the training and delivered workshops.

School pupils reached by the project



This year, we found that twice as many pupils associate Islam with terrorism rather than peace, 'Religion' is the top response

with 'Terrorists' being the second most popular response. Worryingly, a third of pupils associated Islam with words ranging from 'Curry' to 'Monkey'. This third also associated it with a negative word ranging from 'coloured' to 'Paki'.

Pupil opinion shifted after the workshops showing the impact of seeing confident Muslim women speak positively about how their faith improves their life with 100% of teachers noting an improvement in the knowledge of their pupils around Islam.

The workshops has enhanced the learning experience for young people. It has allowed them to explore sometimes controversial ideas in a safe environment.

Amina is a great organisation, the volunteers relate well to young people. Cannot recommend them highly enough!

- Eleanor Dyce, Head of RME
(Bellahouston Academy)

Violence Against Women

We have developed a number of innovative and engaging resources such as our three part radio play to challenge attitudes about domestic abuse. We have some great volunteers who have helped to bring these radio plays to life with their incredible acting skills!

Our self-care and storytelling workshops aimed at women who have experienced violence against women have had incredible results. Women were able to tell their stories in a safe and comfortable environment, in front of other women. For some women this was a remarkable experience. We are developing these stories (with permission from the women) into theatre pieces to take them out into communities to raise awareness of violence against women and hopefully change attitudes.

Our sexual harassment poster has been doing its rounds across the world in places such as Canada and Pakistan and of course Scotland.

I may choose to wear this...

I may choose to wear this...

I do not choose to be harassed

STOP
SEXUAL HARASSMENT:
unwanted physical, verbal or non-verbal conduct of a sexual nature
YOU CAN CHANGE THIS

The Scottish Government

Amina
The Muslim Women's Resource Centre
Scottish Charity No: SC027690

[youcanchangethis](#)

[#youcanchangethis](#)

Registered in Scotland No: SC432921

This is the first time in many years that I have felt listened to.
“At the beginning of this workshop, I was so sure I wouldn't tell my story and now I have and I feel so relieved”

-Workshop attendee

Befriending

The Carers Befriending Project provided group befriending to BME carers living in Dundee and was a partnership project with Dundee Carers Centre.

The aim of the project was to provide short breaks to carers to address the isolation and the often resultant health issues experienced by being a carer in order to sustain their caring role. Carers were given opportunities to meet with each other to build friendships and networks through a range of activities such as country walks, lunch clubs, sessions in the hydrotherapy pool and day trips.

The project trained 12 Muslim women from the local community to become befrienders, they then supported the group befriending process supporting a total of 40 carers and cared for people.

The funding for this project by Short Breaks Scotland which had run for three years ended in October 2014 and was replaced by a small amount of funds from the Reshaping Care for Older People funds in Dundee to provide similar befriending services to older Muslim women.



Residential trip to Garmore House

“To be picked up by my Befriender and taken out for the day, it was like a dream service and I would have a day out and do something that I wanted and felt spoilt for choice as I would be excited to make a decision on what I wanted to do for the day”.

-Carer

Inclusion Through Employability

Adding to our Amina services, the Inclusion through Employability project supports Muslim and Minority Ethnic women to realise their potential and progress to positive destinations.

According to recent research British Muslim women are around 70% more likely to be looking unsuccessfully for work. At Amina we recognise lack of confidence, suitable childcare provision, and work experience, language and IT literacy are all factors in addition to workplace discrimination against Muslim women, that contribute to higher unemployment rates than other groups.

Through our tailored employability programmes, English classes, one to one intensive support and bespoke events we've worked with over 200 women in Glasgow and Dundee. All women have reported an increase in self-belief, confidence and ability to take the next steps in terms of

employability, with many successfully securing paid employment.

The project's innovative approaches to working with our client group saw Dundee's first ever speed mentoring event, attracting over 35 local Muslim women who engaged with employers and employment support services to gain better knowledge and insight into industries, particularly those that have under-representation.



Employability - ESOL Classes

“Just a quick message to let u know I have been offered a job, and wanted to thank you for all your help which has been very much appreciated. Hoping to still stay in touch.”

- Former Client

Women in Enterprise

The primary aim of this project was to deliver information and support to Muslim/BME women to help them realise their aspirations to become entrepreneurs. Encouraging entrepreneurship is also seen as a way for BME women to overcome poverty. By reaching out to Muslim and ethnic minority women in the Glasgow community, we focused on the following;

- Raise awareness about different types of business models including co-operatives;
- Identify training and support needs of BME/Muslim women; and
- Establish a pilot of a working co-operative.

We delivered three workshops to BME/Muslim women between October 2014 and February 2015, and supported the establishment of a women's co-operative. While there are a number of different business workshops on offer around Glasgow, we found that often the language

used in workshops is too technical for women whose first language may not be English. As a result we ensured our enterprise focused workshops were more interactive to encourage women to enjoy themselves and build their confidence, while they learn about how to set up their enterprise.

Working with Wevolution, an organisation that specialises in women's savings groups and funding women's enterprise, Amina jointly ran a workshop specifically on the administration of a savings group, what is a Self-Reliant Group (SRG) and how to take this approach to establishing a co-operative. Eight participants decided to form a self-reliant group with the view to becoming a fully operational co-operative. The group have met four times between February and March 2015 and have started a weekly savings plan in order to purchase materials needed for the products they wish to make.

“Your hard work and effort reflected in yesterday’s successful event. It was a great idea, and a unique experience for everyone who attended. From start to end everything was well planned and enjoyable.”

-University of Bristol’s Dr Nabil Khattab

Volunteering

Volunteers are at the heart of Amina. We could not function without their relentless commitment, support, time and energy!

This year Amina trained 50 new volunteers in a wide variety of areas to support our project work.

These new volunteers, in addition to our long standing volunteers, have helped us to have helped us to:

- Take over 700 telephone helpline calls
- Teach 2200 pupils from 20 schools about Islam
- Support 85 carers in the

- Dundee Befriending Project Offer 39 women and couples culturally sensitive counselling
- Help 60 households to save money on their energy bills

Our volunteers have also participated in dialogue events, awareness raising coffee mornings, focus groups, consultations, academic research and even World Hijab Day.

We have continued to hold our annual volunteer awards as a way to say thank you for all their hand work and dedication.

Women's Friendship Group

Thanks to our dedicated volunteers, Rukhsana Ghani and Robina Khan, the women's friendship group continues to meet bi-monthly in the Southside of Glasgow.

This year members of the Friendship Group took part in many of the Amina MWRC projects, events and policy work. They even designed and made a flag for the Unite Against Racism March.

They continue to hold dinners for Eid and other celebrations and bring everyone together.



Unite Against Racism March

Saving Energy Saves Money

Saving energy saves money project aims to engage with Muslims and ethnic minority communities, especially women in the South and North areas of Glasgow, on issues surrounding climate change and its relationship with energy efficiency.

The Project offers workshops, training, home visits and drop-ins to support Muslim Women in reduce their energy consumption and energy bills.

The project been successful in supporting 70 households, by offering free energy efficiency Support. The project will leave a sustained legacy by training volunteers and community champions who will then positively influence a change within families and extended networks within the community.

Partnership Working: Cifal Scotland: Jointly organised two training sessions on climate resilience for ethnic minority communities in Glasgow

WEA: we organised 4 weeks training about climate, weather, food and energy. The training was part of WEA Counting on greener Scotland,

Work in partnership with Home Energy Scotland, Gheat and Cemvo

Scotland on behalf of Keep Scotland Beautiful

The project achievement:

- With just six months into the project we have saved households over £5000 in household energy bills
- Supported households to change to better energy tariffs and reduced energy debt
- Organise community visits to environmental sites Whitlee Windfarm Centre, Milton Community Garden and St. Rollocks Barra in Sighthill
- In February this year we launched Amina Climate Change Awareness Campaign: A step towards Reducing Carbon Foot print: can be accessed in you tube via the link : <http://youtu.be/TFK3-7NCI-0>
- Trained 70 climate change volunteers and champions on climate change and energy efficiency



Climate Change—Milton Community Garden Visit

2014/15 in Pictures



Glasgow - BElieve in YOUrself
Employability event
- 56 attendees!!



Dundee - Eid Souk



Volunteer Awards 2015



DreamMakers—Muslim
Women's Conference

2014/15 in Pictures



World Hijab Day 2015



Climate Change—Project Launch



BME Community Climate Resilience Training



Glasgow—Islam Awareness Week Schools Project

Income and Expenditure

Income and Expenditure Account		
For the Period 1 April 2015 - 31 March 2015		
Incoming Resources		
Voluntary Income		368,094
Activities for generating funds		5,089
Other incoming resources		114
Total Incoming Resources		373,297
Resource Expended		
<u>Costs of Generating Funds</u>		
Costs of generating voluntary income	13	
<u>Charitable Activities</u>		
Staff Costs	253,158	
Property Expenses	20,596	
Insurance	993	
Telephone and Internet	5,558	
Postage and Stationery	4,787	
Promotion and Advertising	7,917	
Sundries	813	
Volunteer Expenses	5,272	
Training and Consultancy	24,910	
Staff Travelling Expenses	6,177	
Affiliation Fees	1,197	
Recruitment	1,468	
IT Expenses	6,944	
Events & Service User Costs	27,052	
<u>Governance Costs</u>		
Auditor's Remuneration	1,860	
Total Resources Expended	368,715	
Net Movement in Funds		4,582
Balance Brought Forward at 1 April 2014		22,162
Balance Carried Forward at 31 March 2015		26,744

Acknowledgements

Thank You to all of our valuable volunteers who have provided support throughout this period.

Funders

Scottish Government – Equality, VAW, People and Communities Fund, Climate Challenge Fund, Shared Care Scotland; Oxfam Scotland, NHS Tayside Cash for Communities, Awards for All, South East Integration Network, Clydesdale Bank, Reshaping Care for Older People, ScotMid, British Science Association, Dundee City Council, Rationalist Society of Pakistan, Scottish Sadaqa Charitable Trust, plus many individual donors.

Banker

Co-operative Bank

Auditor

Robb Ferguson



Communities in Control



Amina MWRC Team - Glasgow

Director

Smina Akhtar—Director

Saving Energy Saves Money

Asma Abdalla—Project Coordinator

Dilraj Kaur—Development Officer

Nahrumah Huq—Assistant and Admin Officer

Amina Afzal—Assistant

Maymoona Awan—Assistant

Inclusion Through Employability

Smina Ansari—Project Coordinator

Vijiha Bashir—Development Officer

Violence Against Women

Ghizala Avan—Project Coordinator to June 2015

Mariem Omari—Development Officer to June 2015

- Project Coordinator from July 2015

Helpline

Zoobia Aslam—Development Officer to Mar 15

Sophie Hall—Development Officer from Jun 15

Safa Yousaf—Development Assistant & School Project

Nahrumah Huq—Development Assistant to June 2015

Sarah Anne Todd—Development Assistant from June 2015

Administration

Shabana Kousar—Administration Officer

Sarah Anne Todd—Administration Officer

Nahrumah Huq—Administration Officer

Finance

Azmina Abubakar—Admin & Finance Officer

Amina MWRC Team - Dundee

Manager

Ghizala Avan—Office Manager

Befriending

Khadija Hussein—Project Coordinator to March 2015

Inclusion Through Employability

Lori Hughes—Development Officer

Violence Against Women

Florence Germain—Development Officer

Vali Hussein—Male Development Officer to April 2015

Helpline

Maggie Chapman—Development Officer from July 2015

Zainab Hussain—Development Assistant to March 2015

Nausheen Karim—Helpline Development Assistant

Vali Hussein—Imam on the Helpline

Administration

Florence Germain—Administration Officer to May 2015

Sara McHaffie—Administration Officer from May 2015

Board of Directors

Aziza Khand (Chair), Hatham Al-Jubouri (Vice-Chair), Fizza Nasir (Secretary), Fariha Thomas (Treasurer), Jamilah Hassan, Sobia Fraz-Khan, Robina Khan, Faten Hamid, Bano Younas, Farhatnissa Shabbir, Yasmina Ely.

Inspiring and Empowering Muslim Women

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