



Dundee
International
Women's
Centre

ANNUAL IMPACT REPORT

2016/2017



Our vision

Engagement Education Self-Empowerment

Where women and girls achieve their personal goals, reach their full potential and prosper in their community

Our mission

To address the needs of **women**, with an emphasis on those from black and minority ethnic (BME) communities: we work to **promote** and **create** learning **opportunities** for women to gain the **confidence**, life skills, education and employability **skills** to **participate** better in social, educational, political and economic **life**.

Our people

Our Team

SUSAN A'BROOK
DANA DALZIEL
LAURA DARLING
DIARE DRAMMEH
RUBINA HANIF GANI
VICKY HIGGINS
JANICE HILLS
SHAMAILA JAVEID
PARVEN KAUR
ANNA KULESZA
MARZENNA KOZLOWSKA
SHAKIRA HUSSEIN

CAROLINE MCKENNA
MARIAM NIAKATE
FATIMA RAMZAN
VAQAR SALIMI
AMANDINE SHEARD
ALISON TOSH

Rise & Shine

AMINA ABBAS
ABEER AL-HUSSEIN
JUAN DALO
ATTIA KHALID
ASCIA HASSAM

UMMAY LUBNA
SABINA MEAH
FATHIMA HUSSAIN
AMINA NAFEEES
SINTA NURHIDAYATI
LALA RUKH
DALIA SABEEH
JAVAIRIA SHEIKH

Our Board

JULIA BROWN
VERED HOPKINS
MARIA LAW

ANNA LENDRUM
TASNEEM MEHMOOD
MARIAM OKHAI
REGAN SHAW
HELEN SMITH
LORRAINE SMITH (left 10/17)

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Welcome to DIWC



For me, working on the board of Dundee International Women's Centre meets several needs in my life. Even though I work full time and have a busy family life, I still feel the need to commit to something where people come together for the greater good. The women at DIWC work collectively to make things better for each other and for women in general- what could be a better cause to commit to?

Serving on the board helps me to feel connected to other women and their challenges. It is important to me to feel included by working on behalf of women in society: DIWC fulfils this need for me.

Working on the board at DIWC brings a wonderful satisfaction.

It gives me a warm feeling to think that I work on important issues in such a wonderful place with such lovely people.

I would like to give a heartfelt thank you to all of our staff. Everyone works so hard in every way. Thank you for your smiles, laughter and your kind words to women. We have said goodbye and good luck this year to staff that have been with us a long time who we will miss, however, we welcome new staff with new ideas and energy to carry us forward into the future.

Please take a look at our strategic plan 2016-2021. This document tells you what the Centre will be working on over the next few years and what we want to achieve at the end of that time. Over the next year our exciting plans are becoming a reality. We are supporting more women to gain employment, learn English and we have included more physical activity classes.

I welcome your feedback.

A handwritten signature in black ink that reads "Regan Shaw".

Regan Shaw, Chairperson



I would like to say a big thank you to our Volunteers including our Board of Trustees, without whom our organisation would not be able to support the many women and children who attend the centre.

A huge thanks to our funders and partners, your belief and support matter greatly.

We believe that every woman should have the opportunity to achieve their personal goals, reach their full potential and prosper in their community and we do this by providing a wide range of social, informal and formal learning opportunities at our centre. All of our work is underpinned by our core values: Sense of Belonging, Providing Opportunities and Self-Achievement.

We are proud of the feedback we have received this year to say that we are making a difference to the lives of the women we aim to serve. This is why we exist, this is what makes us come alive, knowing that we are positively impacting on women's lives.

We have challenges and we don't always get it right! As a team we are working together to ensure that we are an organisation that our learners, partners and funders trust to do the right thing, every time. We are planning to be even more transparent about our impact and learning, and sharing what happens behind the scenes!

Last year we diversified our income streams and exceeded our financial target for our social enterprise, Rise & Shine childcare services. Great news!

As always we move into the new academic year with enthusiasm, passion and the drive and determination to support more women to achieve their goals and create a positive future for them and their families.

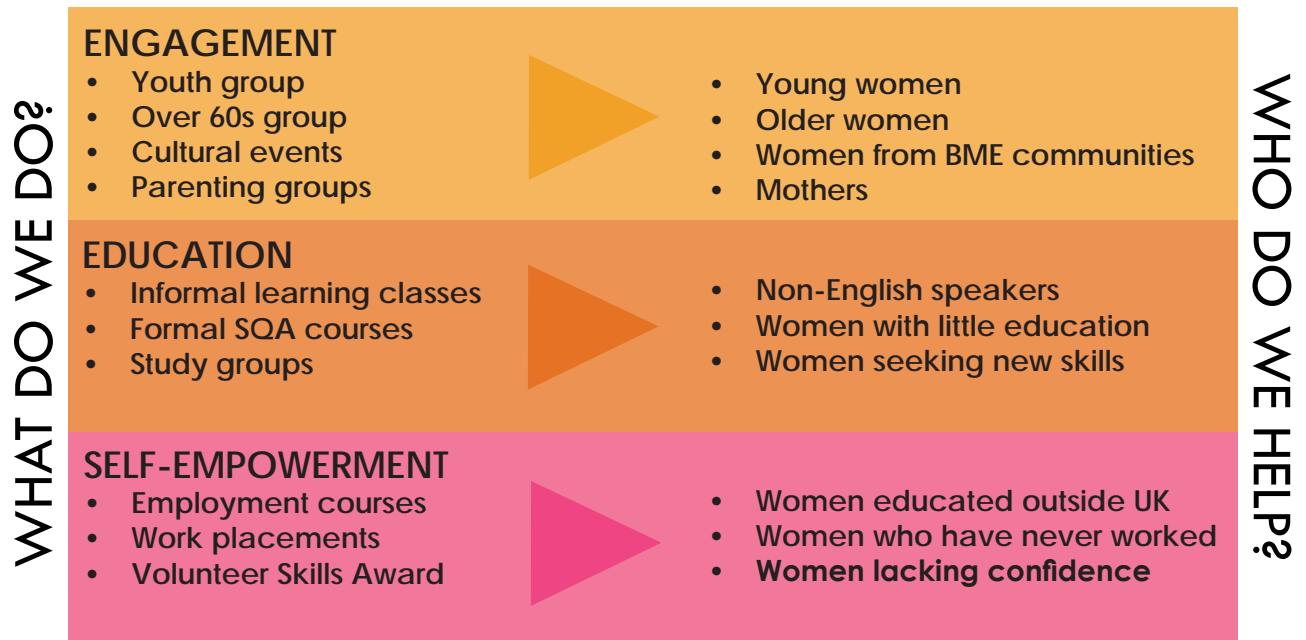
A handwritten signature in black ink that reads "Caroline McKenna".

Caroline McKenna, Chief Executive Officer

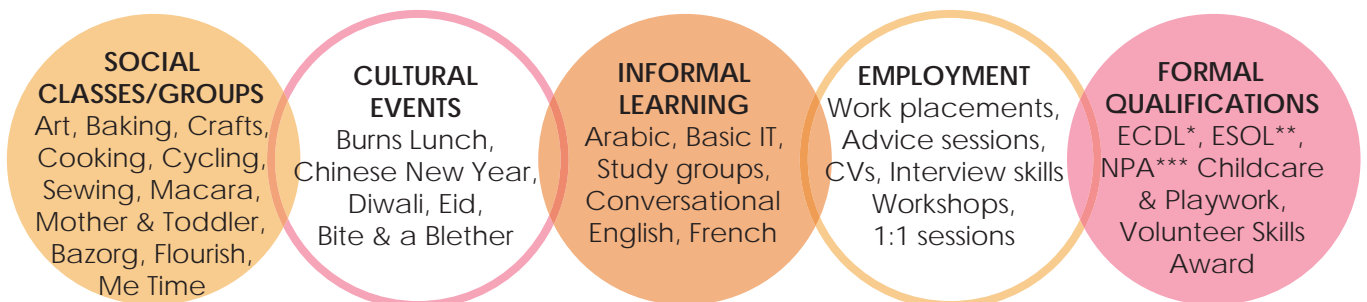
Why do we exist?

Some women living in Dundee face challenges in their life. They may have migrated with family to this country where they know no-one, they don't know the language, and they have no employment prospects. They need support.

For cultural reasons, some women have never been to school, and the Centre provides the opportunity to learn in a safe and supportive environment. Due to a lack of English women can be socially isolated which can lead to poor mental health, low confidence and self-esteem. Attending the Centre reduces isolation and contributes to improved mental health and increased confidence and self-esteem.



Our services



*European Computer Driving Licence **English for Speakers of Other Languages ***National Progression Award

2016-2017: the numbers

Our members come from **66** countries...
...and speak **55** languages

we provided **1716** socialising opportunities

and welcomed **198** new members

Our values

DIWC was founded on and has evolved with these values. They guide how we behave and make decisions.

Sense of Belonging

DIWC is a welcoming, friendly space where everyone can feel respected and part of the community

Providing Opportunities

Broadening horizons by providing life-long learning and opportunities to participate

Self-Achievement

Encouraging individuals to develop their confidence and skills to define, achieve and recognise personal success

Our strategic aims

Our five strategic aims will determine our programme of work over the next five years and we will judge our success against them. We will continue to work with a wide age range from Crèche to Youth to Adults to Elders



1 Engagement

BME women living in Dundee are more socially involved in society

2 Education

Women become better educated through access to formal & informal learning opportunities



3 Self-Empowerment

Women feel in control of their own lives

4 Self-Sustaining

DIWC is a financially stable and enterprising organisation



5 DIWC is recognised as a Learning Organisation

Our evaluation survey tells us...

97%
learners have more **self-esteem**

84%
learners feel **part of Dundee community**

93%
learners are more **motivated**

98%
learners feel **happier**

Balgeis Abudagaga

My hero is...Balgeis Abudagaga who is from Libya, she came to Dundee 7 years ago with her husband.

Her goal is...(then) To make friends, learn English and contribute to Society (now) To help others and contribute to society (future) To have a business where she can sell Arabic food (as Balgeis is very talented at cooking/baking)

Event trigger...She came to Dundee 7 years ago with her husband as he wanted to study for his PHD in Dundee. He had scholarship (everything was paid for??). They can't go back home due to the unrest in Libya. Isolation and little English language knowledge/skills

Obstacles.... Balgeis knew no-one when she came to Dundee, she had no friends or family here. She had very little English language skills, was not confident and had no help with childcare. Her immigration status at that time meant she or her husband were restricted to the number of hours they could work, although Balgeis's language and childcare barriers meant at that time she could not find work.

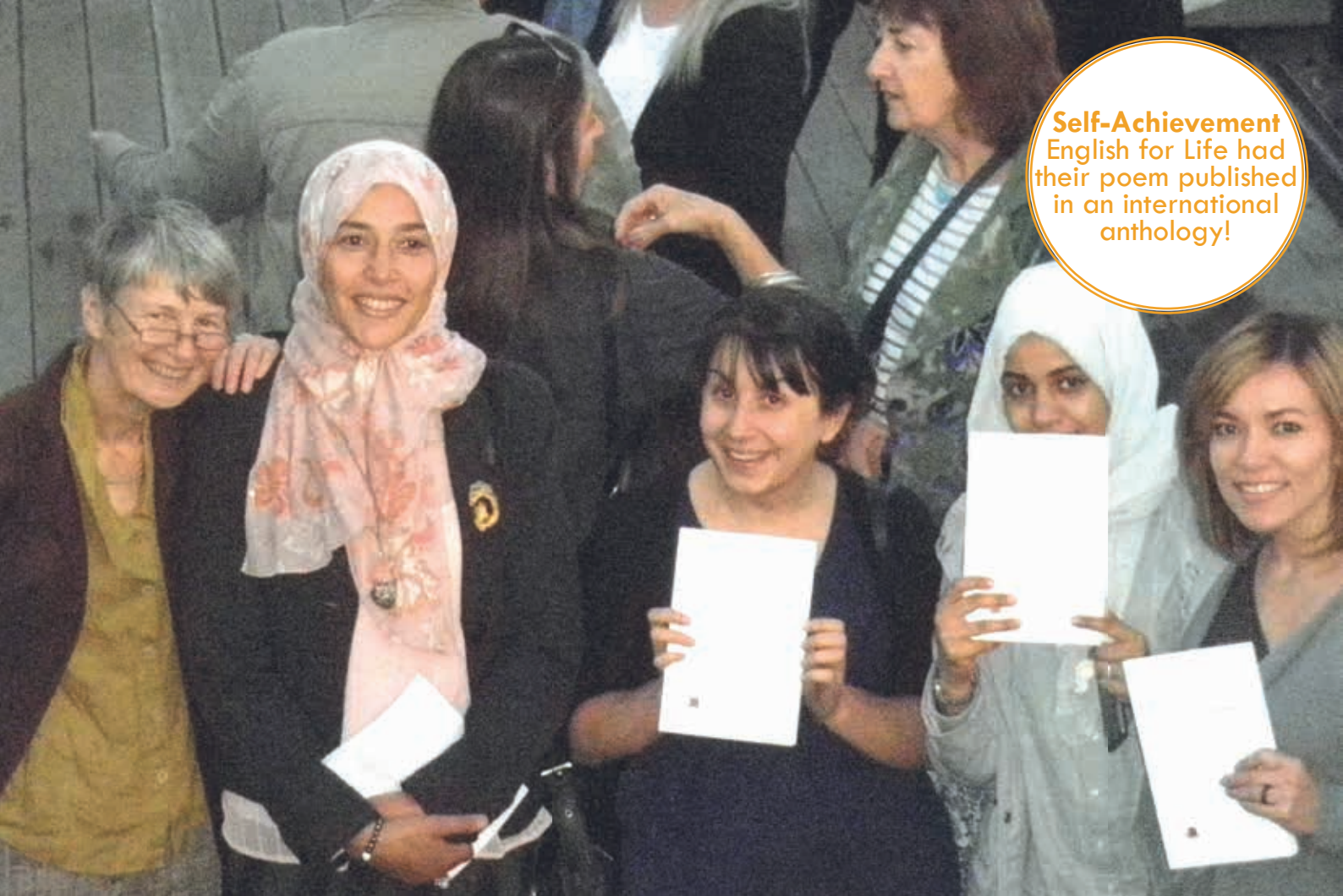


Mentor...Balgeis started to become friendly with some women from the Arab community and they signposted her to DIWC to access our classes and groups. In 2012 Balgeis came to DIWC for support. She met with a project worker who listened to her story.

Journey.... Balgeis then enrolled for English for Speakers of Other Languages (ESOL) classes to develop her English language skills and knowledge. Once she completed this course she then moved onto other classes, sewing, cooking, art and English for Life. Balgeis was dedicated to her studies, as her progression was fast in DIWC and in no time she offered to volunteer in many of our classes/events to help others who had been in a similar situation that she had been in. She volunteered in cooking and baking classes to demonstrate traditional recipes from her home country. She also volunteered in sewing class and in the GREAT employability course helping the teacher to deliver the class and helping the learners to fully engage in the sessions, helping them to achieve their own goals of developing employability skills and to find employment. She also volunteered by doing translation, translating English to Arabic and vice versa.

Change...Balgeis is now very much a prominent figure in the Arab community, with many members of this community seeking support from Balgeis for a range of issues such as letters from council, school appointments, utility bills, and GP and hospital appointments. She currently supports new refugees who come to Dundee to access services, settle into Dundee and to feel socially included. Every Saturday, she volunteers in Edinburgh teaching Maths and English to children/young people in their own language. Encouraging them to study these in Arabic so they can then sit the recognised Libyan exams. She also volunteers at Amina Muslim Women's Resource Centre and with DIWC. She is also a sessional worker with DIWC, she takes the lead role in the weekly lunchclub. She prepared and cooks all the lovely and tasty meals. She supports and mentors volunteers who assist in the lunchclub, encouraging them to develop more skills and increasing their softer skills such as confidence and self-worth. Balgeis offers her support when she can for the benefit of others. She has a very positive outlook on life and is very kind, generous and happy.

Lesson...Have a positive outlook on life. Look to help others Share your skills, knowledge and expertise. Be kind, patient, relaxed and happy



Self-Achievement
English for Life had
their poem published
in an international
anthology!

English For Life

English for Life is a project-based class for learners with an intermediate level of English. This year we worked on five exciting projects, spoke at one local AGM about women refugees and partnered with three local organisations.

The Voyage Out

Our first project was a series of creative writing sessions run by local poet Lindsay MacGregor. We wrote a beautiful collective poem entitled *last lines* about exile and journeying out into the unknown. Our learners were incredibly proud of their achievements as our poem featured in *the Voyage Out* – an anthology published by the University of Dundee in September 2016.

The Year Book

The Year Book project involved creative writing, art and crafts. It encouraged our learners to reflect on special past personal and group experiences.

A' Adam's Bairns

The class focused on the theme of Scottish identity with the *A' Adam's Bairns* programme facilitated by the One World Centre. They created a frieze depicting the history of immigration in Scotland.

A World Of Difference

'A World of Difference' was a One World Centre pilot which challenged our learners to rethink the definition of health as the ability to adapt and self-manage when facing physical, mental and social challenges. The class had the opportunity to meet with the Thursday troupe, a local women's group who had studied the same programme and were keen to get a global perspective on the issue of health. Our learners did a fantastic job at comparing and analysing health related issues between Scotland and their respective countries.

Herstory And Heritage

Our last project was an interactive exhibition entitled 'Herstory and heritage' on our learners' personal heritage (recipes, scents, objects, stories and traditions). They shared their reflections with DIWC members when giving them guided tours during International Women's Week.

**English for Life takes place on Wednesdays,
1pm - 3pm**



Spring Fair

Spring Fair

DIWC volunteers raise £££ through face-painting, bake sale and more

Rise & Shine Easter Party

Mother 7 Toddler group enjoys games and party food

WiSE Science

Employability course begins for women with science qualifications

Walking Football

Fun exercise at Showcase the Street. DIWC move one step closer to the Champions league...

Evaluation week
112 learners fill in our annual survey
"I am much more confident now compare (sic) to when I came to the centre first."

Stobfest
Festival celebrating organisations in the local community. DIWC runs cooking classes

Health & Wellbeing Festival
2 weeks of workshops and activities promoting local services and tips on leading a healthy lifestyle



Graduation day

Oor Wullie's Bucket Trail

DIWC's Women of the World Wullie on public display on Lochee High Street

Trip to Parliament

DIWC attends First Minister's Questions and enjoys a tour of the Scottish Parliament

Volunteer Week

Lynne Tadden receives *Volunteer of the Year*

Graduation

Classes of 2014-2015 women celebrate their achievements and receive certificates



Yoga: Health & Wellbeing Festival

A YEAR IN THE LIFE

DIWC APRIL 2016 - MARCH 2017



Black History Month

Black History Month

Exhibition, lunch club plus inspiring talks

NEW! G.R.E.A.T

Employability course begins: first topic customer service

NEW! Job Club

Practical help and advice on finding work

Picnic in the Park

DIWC promotes services and engages with the public at Baxter Park

Rise & Shine Halloween Party

Mums and kids enjoy spooky snacks and games

CEMVO Award
DIWC receives award for employability

Oor Wullie at Dundee House
Women of the World put on permanent display at Dundee House - Art Class attends official unveiling by Lord Provost

Diwali Lunch Club
Indian lunch, history of Diwali

A Bite and a Blether
Lunch, inspirational talks and music: our second annual event theme is *In Your Shoes*. Event raises £3594



Christmas Lunch

Christmas Lunch Club

Party games, festive food and music

Christmas Fair

Families enjoy Santa's Grotto, bake sale and various stalls

Reclaim the Night

DIWC joins march for 16 Days of Activism

Mother & Toddler Christmas Party

Mums and kids socialise and play together



Oor Wullie welcomed to Dundee House

Verdant Works

Bazorg Group learn different crafts

Scone Palace

Women and children enjoy a tour and relax in the grounds

Tentsmuir Trip

Families enjoy walk and outdoor games

Eid party

Women come together to celebrate

Macara Youth Group Residential

Weekend of outdoor fun at Dalguise



Scone Palace

Summer Playscheme

Kids enjoy activities and making friends

Celebration in the Park

DIWC joins in the annual family Fun Day at Baxter Park

Open Days

Learners sign up for next year's classes
To make sure more women can attend, we add an extra date this year

Estonia Exchange

A community group from Estonia visits DIWC to learn from our staff and service

Poetry Anthology

English for Life class write a poem to be published in an international anthology

Oor Wullie Auction

DIWC's sculpture raises £8000 for the archie Foundation. DIWC receives artists' fee of £800, to be used for art supplies

Annual General Meeting

African themed entertainment and food plus inspirational talks



Bazorg Group at Verdant Works



Launch of poetry anthology

Whilst this was all going on our learners, volunteers and staff team were **ALSO** busy with Art; Arabic; Baking; Bazorg; Computing; Cooking; Cycling; ECDL; **PLUS** English (from beginners to college level); French; Sewing; Flourish; Mother & Toddler; Macara Youth Group; Volunteer Skills Award; employment placements **AND** weekly Lunch Clubs. Phew!

Good Governance Award

DIWC receives award

Burns Lunch Club

Traditional Scottish food and entertainment, learners join in the Toast to the Haggis

Back to Basics

Staff discuss values and objectives to best meet the needs of our community

Flourish meets Play On Wheels

Mums and kids from DIWC's Flourish group learn free and creative ways to play together



Bike maintenance workshop

Valentines Love Your Heart Lunch
Healthy lunch plus advice and information

Dundee Science Centre Trip
Flourish Group learns about forensics

Bike maintenance workshop
Cycling Group learns how to fix a bike

Immigration Advice
Fully booked session with Ethnic Minorities Law Centre

Community Spirit Awards
DIWC nominated for 2 awards

Chinese New Year Lunch Club
Authentic cuisine, chopstick games

Dundee Women's Festival

Art exhibition, cookery courses, henna and sewing workshops

Community Woman of the Year Award
goes to our Manager, Caroline

Dundee Supports Refugees

Independent fundraising evening raises over £1000 for DIWC and Amina MWRC

Robertson Street Community Garden
DIWC attends planning meeting

Engender workshop

Women discuss how public services can be improved to fit needs of BME communities



Play on Wheels



Engender workshop



Sense of Belonging
"I can relax, be crazy and be myself more in the youth group than anywhere else."

Macara Youth Group

Anzeela Jamil Choudhry

"I started Macara Youth Group when I was 12 years old. I can still remember the day that my mum came home and told me that I had a space. I was so happy and excited! I wanted to start the group as I had no social life outside school and my family.

"I had no social life outside school and my family."

I wanted to meet new people, chill with them and to try new experiences. Over the past year I have developed many **new skills** as part of my role as Youth Leader. I have had the opportunity to increase my **leadership** skills through planning, delivering and evaluating sessions within the youth group which has **increased my confidence** tremendously. I have built new relationships, made new friends and been part of many exciting activities.

This year I feel I have become more relaxed, I have a stronger **sense of self-belief**, I feel I contribute more within the group and share my positivity with others as I support them where I can within and outwith Macara. The youth group is very homely to me, it feels like an extension to my **family**, I can relax, be crazy and **be myself** more in the youth group than anywhere else. I can be me without fear of being judged or criticized.

I have a very positive attitude to life and this has helped me more recently to deal with a disappointing situation. The main goal in my life has always been to attend University to study dentistry. I have had this goal since I was at Primary School, all my studying has been with this goal in mind.

Recently I have had to change my goal due to unfortunate circumstances, I didn't have the grades necessary for the course. This was difficult for me to accept as I had always had this goal in life. However my **positive outlook** on life has helped me to overcome this and I now have a **new goal**. I have an conditional offer for University to do Biomedical Sciences, my thought for my future are to complete this course and then to do a post-grad course in Dentistry. The people who **supported me** through this difficult time, were my Mum, Macara and my friends. I feel strongly that there is no limit to what you can achieve.

"there is no limit to what you can achieve"

If you have a goal that you can't reach on a straight path, there are intersections that can lead you to your goal or open new doors for you. Never give up."

Macara Youth Group is for girls aged 12-18 and runs on Thursdays 5.30pm - 8.30pm

Volunteering

Volunteers not only support DIWC with classes and events, but help to shape our services for the future. We work closely with our volunteers to make sure we are giving them the correct support, and that they are getting the most out of the role. This can be listening to their interests, encouraging them to share specific skills, or offering the SQA in Volunteering Skills. Everyone is unique, and we celebrate that and help our volunteers achieve their personal goals.

Sense of Belonging
"I have been made to feel welcome, valued and part of the DIWC community."

Providing Opportunities
6
volunteers completed **Volunteering Skills Award Level 5**

Self-Achievement
Volunteer fundraising group raised
£1,879

Daria Lewandowska

"I am from Poland and I moved here when I was six years old. I started volunteering in January 2016.

Before I started volunteering I had a pretty **low opinion of myself**, but most importantly I felt like I wasn't using my time the best that I could. **Helping others made me feel better**, so I thought that maybe I could do it regularly somewhere.

As soon as I started volunteering, my life slowly started changing for the better. **I started feeling more confident and I gained self-worth**. I started feeling more appreciated and welcome.

DIWC started feeling like home to me, it became a place that I know that I was

always welcome at, and a place I knew I could come to if I had nowhere else to go.

During my time at DIWC I have helped out at Make, Do & Mend class, I helped out at the Spring Fair and at Christmas I was Santa's Little Helper! I've painted a couple of rooms during the summer break and helped paint the Oor Wullie sculpture. Currently I am a class helper in Basic Arts & Crafts Class and I am really enjoying myself.

I fit my time at DIWC around my full-time college course, and am planning on volunteering for a long time."

Interested in volunteering?
Contact our Volunteer Co-ordinator, Vicky
vicky@diwc.co.uk



Social Enterprise Rise & Shine Childcare

Flexible Childcare: Anywhere

Imagine never having to worry about childcare at your event? Well, you don't have to, our childcare team come to you and provide childcare to ensure your event is a success.

Team

Our dedicated team of childcare practitioners are fully qualified, SSSC registered and PVG checked. Our staff are bi-lingual and can speak many different languages including Polish, Punjabi, English, Urdu, Arabic and Bengali.

Flexible

Rise & Shine's Mobile crèche service continues to grow, with many regular bookings from organisations, and one-off events such as weddings and training days. Our staff receive excellent feedback, and many of our bookings come via word-of-mouth recommendation. "The crèche staff are excellent, very friendly, caring and always put the children first" Julie Smith, National Deaf Childrens Society.

Opportunities

Our Rise & Shine team comprises of women who have previously attended DIWC. This year we provided x number of employment and y number of volunteering opportunities for childcare practitioners.

The Future

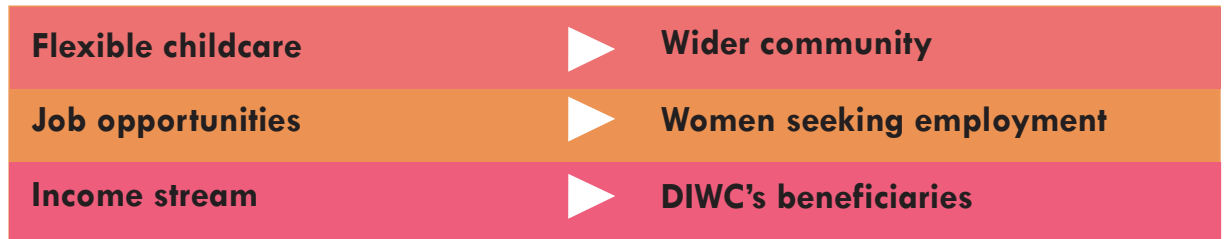
We are developing Rise & Shine by increasing awareness of our childcare services throughout the Dundee area and beyond.

We continue to provide services across Scotland and our team have worked at both corporate and private functions, receiving exemplary feedback. Our ultimate long term goal is to have 25% of our income from our childcare service

If you have an event planned and are in need of crèche facilities, visit our Rise & Shine website: mobilecrechedundee.org

Rise & Shine Objectives: Friendly, Flexible, Fun

WHAT IS IT?



WHO BENEFITS?

What our clients have to say

"Our client feel at ease knowing that rise and shine are caring for their children, onsite crèche with faith and cultural sensitivity enabled the mother to relax and fully engage with the service provision" Amina MWRC

"All the staff are absolutely fantastic and we could not have had our groups running without them. They are very caring and professional" Nilipul Foundation

"participants would not have attended the ESOL classes otherwise, a great service, many thanks to all involved." Angus Council

"staff were always welcoming, approachable, friendly and supportive towards them (parents) and the children. Their children always enjoyed the crèche." Mitchell Street Centre

Employability

At DIWC we offer a range of services to women looking to improve their career prospects. Some who may never have worked before, or are facing barriers to gaining employment in the UK (for example language and/or qualifications differences), we support each learner to achieve their goals.

For many years we have known that a high number of the women we work with who have gained qualifications and experience in other countries cannot find work in Scotland. This is because either they or prospective employers perceive that their level of English is not adequate and/or that their qualification is not relevant.

Job Search

We offer weekly drop in sessions to support our learners with CV writing, Job search, Interview practice, and employers discuss job opportunities. This year we have supported 61 women through Job Search, 24 have gone onto employment and 3 onto further education.

Yulia Skulskikh

Yulia Skulskikh is a qualified account from Russia, but found it a real challenge to find any kind of job in the UK. Read on for her inspiring story.

Yulia initially came to the Centre to study the SQA Volunteer Skills Award qualification. Keen to find a job, in November 2016 Yulia started regularly attending Job Club, in addition to an independent job search from home.

A qualified accountant with experience in retail, Yulia had never worked in the UK. She was willing to try any job.

Yulia decided to volunteer in a charity shop to gain experience and improve her employment prospects.

When her husband suddenly lost his job, however, her need to find work became more urgent. Yulia withdrew from the VSA award, as finding work took priority. After numerous unsuccessful applications she was offered a job in a hotel 20 miles from her home, which she accepted. However, the shifts her employer gave her made it unrealistic to continue as she was spending most of her earnings on travel.

She returned to Job Club determined to find something else, where she completed applications and attended interviews with little success.

Finally, in May 2017 Yulia was offered a retail

G.R.E.A.T

(Gaining Recognised Employment and Training). Three groups of women took six week intensive ESOL (English for Speakers of Other Languages) courses aimed towards working in different employment sectors including Early Years, Customer Service and Science. Following the course, the women took part in six week voluntary placements with employers to give them relevant experience. In addition 3 women completed their Employability Award and SQA qualification and Working Together Unit (SQA)



Feedback from the women and the employers providing placements has been excellent, with all the women telling us that the group setting helped their confidence in spoken and written English and many saying they wanted more lessons!

**Job Club takes place every Friday
9.30am - 11.30am**

position in a store 12 miles from her home. She accepted on the terms that she will be transferred to the new Dundee store when it opens later this summer.

Yulia's faced many barriers in her search for employment, but her determination saw her through, and she is now enjoying the independence that working gives her.



Yulia (right) with Alison Tosh, Employability Officer

Financial Report

DIWC INCOME 01/04/16 - 31/03/17

FUNDERS £409,034

MOBILE CRECHE £54,228

DONATIONS £16,664

CLASSES £12,287

INHOUSE CRECHE FEES £5,449

EVENT FEES £2,576

MEMBERSHIP FEES £1,700

YOUTH ACTIVITIES £1,377

ILA'S £617

STUDENT PLACEMENTS £600

ROOM HIRE £433

OTHER* £8226

*FUNDRAISERS, EVENT TICKET SALES, RAFFLES, DESK HIRE



DIWC EXPENDITURE 01/04/16 - 31/03/17

STAFF COSTS £380,026

SERVICE USER COSTS £48,719

PROPERTY COSTS £26,685

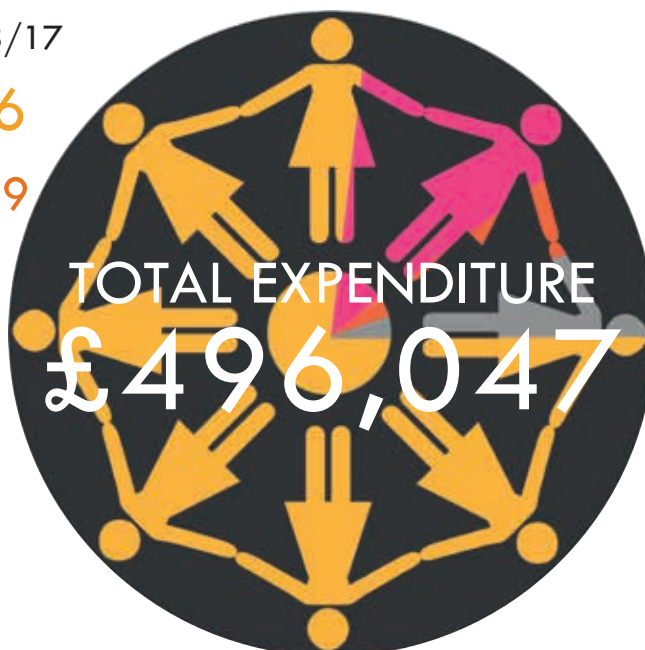
IT £13,626

PROFESSIONAL FEES £12,151

ADMINISTRATION £10,919

DEPRECIATION £3,623

BANK CHARGES £298



DIWC growth in 2016-2017

DIWC has increased its annual income from last year (£426,379 compared to £513,191) this year. The expenditure has increased (£496,047 compared to £412,557) to last year. This has resulted in a surplus of £17,144.

Our plan for 16/17 was to continue to consolidate and grow our income from a wider range of income streams, and we have achieved this aim. We have also been successful in renewing funding for our Scottish Government grants in addition to other funds and are confident in our financial stability for 2017/2018 and beyond.

Our Partners & Network Organisations

We would like to thank all the organisations we have worked with over the year

ANGUS REFUGEE CARE
AMINA, MUSLIM WOMEN'S RESOURCE CENTRE
A MOMENTS PEACE THEATRE COMPANY
ANGUS COUNCIL
ARMISTEAD CHILD DEVELOPMENT CENTRE
ART ANGEL
BACKBONE
BNG TRAINING
BREAST CANCER AWARENESS
BRITISH RED CROSS
CELEBRATE AGE NETWORK
CEMVO SCOTLAND
CHILDREN & YOUNG PERSON'S PROTECTION COMMITTEE
CLAVERHOUSE TRAINING
COCA COLA 5BY20 PROJECT
DUNDEE & ANGUS COLLEGE DUNDEE
CARERS CENTRE DUNDEE CITY COUNCIL
DUNDEE ESOL PARTNERSHIP DUNDEE EMPLOYABILITY PARTNERSHIP
DUNDEE HEALTHY LIVING INITIATIVE
DUNDEE REP THEATRE
DUNDEE SOCIAL ENTERPRISE NETWORK
DUNDEE VIOLENCE AGAINST WOMEN PARTNERSHIP
ELEGANCE
ENGENDER
ETHNIC MINORITIES LAW CENTRE
EQUALITY FORUM
EQUALITY & HUMAN RIGHTS COMMISSION
CITY OF GLASGOW COLLEGE
HEARTSTART
HISTORIC SCOTLAND
HOMESTART
HYDES HERBAL CLINIC
JOSEPH ROUNTREE FOUNDATION
JUST ENTERPRISE
KEEPWELL PROJECT
LEISURE AND CULTURE DUNDEE
LEMON TREE CONSULTING
MARYFIELD COMMUNITY PLANNING PARTNERSHIP
MCMANUS GALLERIES
MELLOW PARENTING UK
MIA SERVICE

MITCHELL STREET CENTRE
NEON DIGITAL ARTS FESTIVAL
NHS DENTAL SCHOOL
NHS TAYSIDE
ONE WORLD CENTRE
PARENTS' EARLY EDUCATION PARTNERSHIP
PLAY ON WHEELS
PKAV ETHNIC MINORITY HUB
POLICE SCOTLAND
SCOTTISH GOVERNMENT
SCOTTISH FOOTBALL ASSOCIATION
SCOTTISH REFUGEE COUNCIL
SHAKTI WOMEN'S AID
SKILLS DEVELOPMENT SCOTLAND
SHOWCASE THE STREET
TAUGHT BY MOHAMMED
THIRD SECTOR FORUM
UNIVERSITY OF ABERTAY
UNIVERSITY OF DUNDEE
V&A
VOLUNTEER CENTRE DUNDEE
VOLUNTEER DEVELOPMENT SCOTLAND
WELFARE CONNECT
WEST OF SCOTLAND REGIONAL EQUALITY COUNCIL
WEVOLUTION

Work Placements

We have had enormous support from the following organisations who have provided placements for our learners.

ADHD SUPPORT
AMINA MWRC
BRITISH HEART FOUNDATION, BROUGHTY FERRY
BRITISH HEART FOUNDATION, LOCHEE
DUNDEE CITY COUNCIL NURSERIES: WALLACETOWN & MENZIESHILL)
INVERGOWRIE PRIMARY SCHOOL
MIDLIN DAY CENTRE
ORANGES AND LEMONS NURSERIES: ROSEBANK & BELSIZE)
ROSEBANK OUT OF SCHOOL CLUB
ST NINIAN'S STAY AND PLAY
SHOWCASE 5X20

To our funders: **THANK YOU!**

Your support truly makes a difference to the lives of so many women and their families.



ALEXANDER MONCUR
 AWARDS FOR ALL
 CASH FOR KIDS
 COMIC RELIEF
 COMMUNITY INNOVATION FUND

CYCLE SCOTLAND
 DUNDEE PARTNERSHIP
 GANNOCHY TRUST
 GARFIELD WESTON
 HENRY SMITH

INTEGRATED CARE FUND
 NORTHWOOD CHARITABLE TRUST
 ROBERTSON TRUST
 SCOTTISH GOVERNMENT
 SCOTTISH REFUGEE COUNCIL

TRUSTHOUSE FOUNDATION
 VOLANT TRUST



**Dundee
 International
 Women's
 Centre**

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Companies House



Scottish Social
 Services Council