



South Sudan Women's Skills Development

Inner potentials

Understanding and supporting
women and their organisations



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1. Introduction

With the current shift from grant giving to commissioning, women's organisations are operating in the most intense period of competition for funding on record. As public spending contracts funding to women's organisations has decreased and, in the case of smaller specialist services, is increasingly not given at all. This has resulted in an environment of increased pressure to compete for the funding that is available, making it imperative that women's organisations can demonstrate their value.

South Sudan Women's Skills Development (SSWSD) has worked with Women's Resource Centre (WRC) and the new economics foundation (nef) as part of a two-year project to examine the costs and long term benefits associated with the work of five frontline women's organisations based in London. Findings from the research presented in this report demonstrate the far reaching benefits of the services provided by SSWSD, a specialist African women's organisation which offers cultural and educational support to Sudanese women and children in Camden.

The report outlines the important role of SSWSD and draws attention for the need to fund specialist culturally appropriate services for women and support the financial sustainability of women's organisations which provide a unique and localised service that supports the integration of women and children newly arrived in the UK as well as generating opportunities through volunteering which lead to long term benefits.

www.sudanwomen.org.uk

2. Background:

The need for support to aid the social integration of Black, Asian, minority ethnic and refugee women into the UK

The Sudanese community is one of a more recent group of migrants that have joined the kaleidoscope of cultures that form London's capital. Whilst Sudanese migration is largely associated with the country's ongoing political conflict, the UK has enjoyed a long history of migration by Sudanese professionals. The nature of Sudanese migration has significantly changed over the past 20 years following the civil war in 1983 and the conflict in Darfur which caused the displacement of millions of people. Research conducted by the Institute for Public Policy Research indicates that in the third quarter of 2004 Sudan was one of the main countries of origin for asylum seekers in the UK. Furthermore, a mapping of the Sudanese population in the UK carried out by the International Organisation for Migration in 2006, indicates that up to 25,000 Sudanese people live in the UK.¹

Whilst the needs of SSWSD's service users are diverse, there is very little existing support aiding the social integration of Black, Asian, minority ethnic and refugee (BAMER) women into local communities. Social exclusion is a cause and consequence of poverty and SSWSD is situated in Camden the 13th most deprived borough in London.² Research regarding poverty shows that deprivation disproportionately impacts on ethnic minority groups, in particular women and children.³ A study by the Joseph Rowntree Foundation in 2007 emphasises that "45% of Black African people in the UK live in income poverty" and "50% of non-retired Black African women in aged 25 and over are not in paid work".⁴ Women's poverty and educational attainment are shown to have a strong influence upon the quality of life of their children, their educational achievements⁵ and social mobility in later life.⁶

Black African women who are in paid employment are over-represented in low skilled employment and low paid jobs,⁷ are disproportionately more likely to be lone mothers and often experience greater difficulty in finding flexible and culturally appropriate childcare.⁸ This issue is particularly pertinent for Sudanese women as the average number of children in a rural Sudanese household is between five and eight per family.⁹ Many women who access SSWSD's services head lone parent households and often experience difficulty in finding suitable employment which can fit around their caring responsibilities. Employment offers migrant women an opportunity to earn their own income, enhance their personal confidence and supports the integration process.¹⁰

Whilst Sudanese women have a broad range of skills and experiences, the majority of women who access SSWSD's services experience barriers to education, training and employment. A common obstacle (especially for refugees) is English language and literacy skills, which is vital to enable job and training opportunities.¹¹ There is substantial need for basic ESOL (English for Speaker of Other Languages) lessons, but demand exceeds supply, and under new government reforms access to statutory ESOL services will be reduced. The Government plans to reduce eligibility for ESOL provision at the time of writing means those unable to work, or not claiming work related benefits will no longer be able to access ESOL provision.¹² This reform will significantly impact on BAMER women and remove opportunities for them to lift themselves and their families out of poverty.

Education is a particularly important issue for the Sudanese community; civil war and constant displacement of people in Sudan has "created a 'lost generation' of young adults in southern Sudan who have had little or no chance of education".¹³ Education rates are particularly low amongst women, as in some areas of Sudan girls are traditionally expected to work at home and continue this role following marriage.¹⁴ In Sudan 50% of women are literate¹⁵ however the newly acceded country South Sudan has a female illiteracy rate of over 80%.¹⁶ Whilst many Sudanese refugees in the UK are literate, difficulties speaking a first language can increase difficulties in learning English and impact

on individual's confidence and ability to communicate. Education is imperative as it helps to protect against disadvantage in employment and earnings,¹⁷ as well as integrating women within their local communities.

Many immigrants would benefit from information about the UK. This includes support with education, information on and how to access existing services (for example, health, social, educational and housing services), as well as rights and obligations according to UK law and culture. Like many women from other migrant groups, Sudanese women experience difficulty in integrating into a new society and navigating practical barriers such as learning new languages, adapting to a new culture, customs and traditions.¹⁸ Many migrant women find this unfamiliar environment intimidating and lack the confidence and language skills needed to communicate their needs or experiences.¹⁹

The social isolation experienced by migrant women can often be compounded by experiences of racism and negative perceptions of immigration. Discrimination can further limit their integration within the local community and perpetuate social exclusion. Feeling part of a community can often be an important stepping stone into employment and can allow women to connect with other migrant women. Research has shown that *“social exclusion is both a cause and a consequence of living in poverty however social networks are a key resource in enabling people to manage and reduce poverty, and have been used particularly effectively by many marginalised women”*.²⁰

At present there is a lack of specialist service provision which specifically supports ethnic minority migrant women to integrate into the British community. Due to language and cultural difficulties Sudanese women particularly congregate in their own communities and are often reluctant to access generic public services. Whilst the Government provides general support in areas such as skills and employment, the level of uptake by Sudanese women is often limited as services do not address their specific social and cultural needs.

One key issue which has considerable impact upon women within the Sudanese community is the practice of female genital mutilation (FGM), which is a form of violence against women and girls (VAWG). This procedure is prevalent in Sudan and is illegally practiced within the UK by some families within the Sudanese community. Recent statistics estimate that over 20,000 girls under the age of 15 are at high risk of FGM in the UK each year and that 66,000 women in the UK are living with the consequences of this practice.²¹ However, it is difficult for public authorities to know the full extent of these crimes due to their hidden nature. FGM is not openly discussed within practicing communities and incorrectly interpreted as an action taken in a girl's best interests, therefore perpetuating problems of under reporting.²²

FGM is practiced by families for a variety of complex reasons but it is commonly justified as being a beneficial cultural tradition. Families assert control over women and girls' sexual and reproductive rights believing that this will promote morality, avert sexual promiscuity and enhance physical cleanliness. In some communities a family's 'honour' is often associated with the sexual fidelity of its female members therefore FGM is performed to maintain social respect. Whilst practicing communities may believe FGM promotes women's well-being, it presents harmful physical and psychological effects.²³

Although it is an illegal offence to carry out FGM in the UK or assist someone to conduct FGM overseas, there have been no police prosecutions on FGM to date. Whilst survivors may not wish to approach the police, studies have shown that there is some specialist provision on FGM within the NHS, but there is limited availability and existing provision is increasingly at risk of closure or a reduction in services due to a lack of funding.²⁴

There is limited specialist FGM provision locally and despite a national commitment to tackling FGM; in March 2011 the Government abolished the only Whitehall position dedicated to preventing FGM.²⁵ Voluntary sector organisations are concerned that problems in tackling FGM will be perpetuated due to a lack funds caused by the economic downturn and a lack of national oversight which would ensure specialist local provision.²⁶

3. Services provided by specialist women's organisations

Specialist women's organisations led by and for ethnic minority groups play an important role in empowering and supporting migrant women. They promote autonomy and self-determination and provide a safe space where women can overcome isolation, share their experiences and address issues such as intersectional discrimination.

Women's organisations offer a safe space where women can share their experiences but also seek solutions to their problems. Women's organisations offer an opportunity for women to learn and develop new skills, enhance their confidence and gain personal and professional experience. They also offer volunteering opportunities, allowing a pathway into employment and provide direct support to improve the well-being of women, which further supports their children and families.

Women's organisations offer an important opportunity for women to *"come together on a self-help basis to access resources and services that they are otherwise excluded from"*.²⁷ They signpost migrant women to statutory services and help them to overcome language and cultural barriers to access public services and financial support such as benefits. As outlined above, migrant women often experience difficulty in integrating into their local community. To alleviate this, women's organisations provide a safe space where women connect with members from their own communities, but also learn more about British culture, customs and practices, as well as promoting and celebrating their own.

Women's organisations provide specialist frontline services which directly support the needs of women within their communities. They offer an independent alternative to statutory services and have a unique reach within communities, connecting with women who may not otherwise access statutory support. They provide culturally appropriate support and a space in which women can communicate in their first language.

As recognised by government guidance on FGM, culturally based problems can be deeply embedded in communities and solutions which seek their abandonment must involve a 'bottom-up', community-led approach.²⁸ Women's organisations led by and for ethnic minority groups are best placed to respond to such problems, as they have a unique reach within their communities and can provide culturally appropriate support.

Specialist BAMER women's organisations have played an important role in campaigning and raising awareness of BAMER women's issues within wider society through organising a community based response. Women's organisations have successfully raised the local and national profile of FGM and other so called 'honour'-based practices, attracting significant public and media attention.

4. South Sudan Women's Skills Development

South Sudan Women's Skills Development (formerly Sudan Women's Association) is a specialist women's organisation established primarily to serve Sudanese women and children in exile. Their aim is to relieve poverty, overcome isolation, preserve culture and improve the opportunities and future prospects of Sudanese women and children, through literacy and ESOL classes, and to effectively promote integration into the host community through offering a range of services. SSWSD also teaches Sudanese languages to young people who do not have knowledge of the language and culture, especially those born in the UK.

The service is run by a Management Committee made up of local Sudanese women and provides services to other Sudanese women within the local community. SSWSD was established in 1991 by Sudanese women in Camden, in response to an increased flow of refugees to London following the Sudanese political conflict.

The community that arrived from Sudan was very much women-led and the organisation was created to meet the direct needs of women, many of whom were leading single headed households. The primary challenge for Sudanese women was trying to earn a living and simultaneously gain qualifications while bringing up a family, and adjusting to life in a new society. It was hard for newcomers coming from a different background and culture to settle in the UK with a different language and adapt to a different way of life.

The goal of SSWSD is to enable Sudanese women in exile to realise and effectively use their potential and make a positive contribution to the social and economic development of the areas where they live. Another key purpose of the organisation is to bring together the Sudanese communities. In Sudan, there are no boundaries of neighbourhood or sense of territory and people live all in one place. However, when the founders of SSWSD came to the UK they found flats were too small and could not accommodate everybody. In response to need, SSWSD provides a space for Sudanese women to meet to reduce the anxiety of refugees and asylum seekers.

SSWSD fulfills an important role as a point of access to other statutory services, as well as helping women to build their self confidence and alleviating isolation. They also help to fight poverty and the affects of poverty. This specialist provision is imperative as they have a unique reach within the Sudanese community and work with many of the most marginalised and vulnerable women. They provide culturally appropriate services and communicate and raise awareness about key issues affecting Sudanese women and children.

SSWSD offers a range of activities such as:

4.1. Social and cultural events

SSWSD holds a range of events to recognise and celebrate Sudanese culture. The organisation plans activities every Saturday for their members and children, holds celebrations on days such as International Women's Day, Black History Month, and celebrating the peace agreement ending the war between Northern and Southern Sudan in January 2005. SSWSD also holds monthly social events bringing members together. Typical gatherings include quizzes, general knowledge competitions, poetry, dance and massage sessions. The organisation also holds workshops for children and young people so that they become more familiar with the history and culture of Sudan by means of storytelling and role-play.

4.2. Professional and educational development

SSWSD teaches ESOL and computer (ICT) classes for their members and holds awareness training and workshops to increase employability. This enables the women to improve their language skills, career prospects, increase confidence and to engage socially. The organisation also holds educational seminars around topics of interest to the community, such as FGM.

4.3. Awareness raising and creating social change

SSWSD plays an important role in the Sudanese community by raising awareness about the legal and health implications of practices, such as FGM, and signposting women to practical support. SSWSD seeks to create social change within the Sudanese community by providing both men and women with training on FGM to raise awareness about its harmful effects and to ensure that girls and women affected by this issue receive appropriate support.

5. Methodology

The Social Return on Investment (SROI) approach was used to determine the contributions of, and the social value created by, the women’s organisations who participated in the project. The SROI approach is a form of cost-benefit analysis that seeks to measure and value the key changes, or outcomes, created by a programme or activity. It looks not only at the economic or financial value created, but also includes social and environmental value, giving a truer reflection of the total value created.

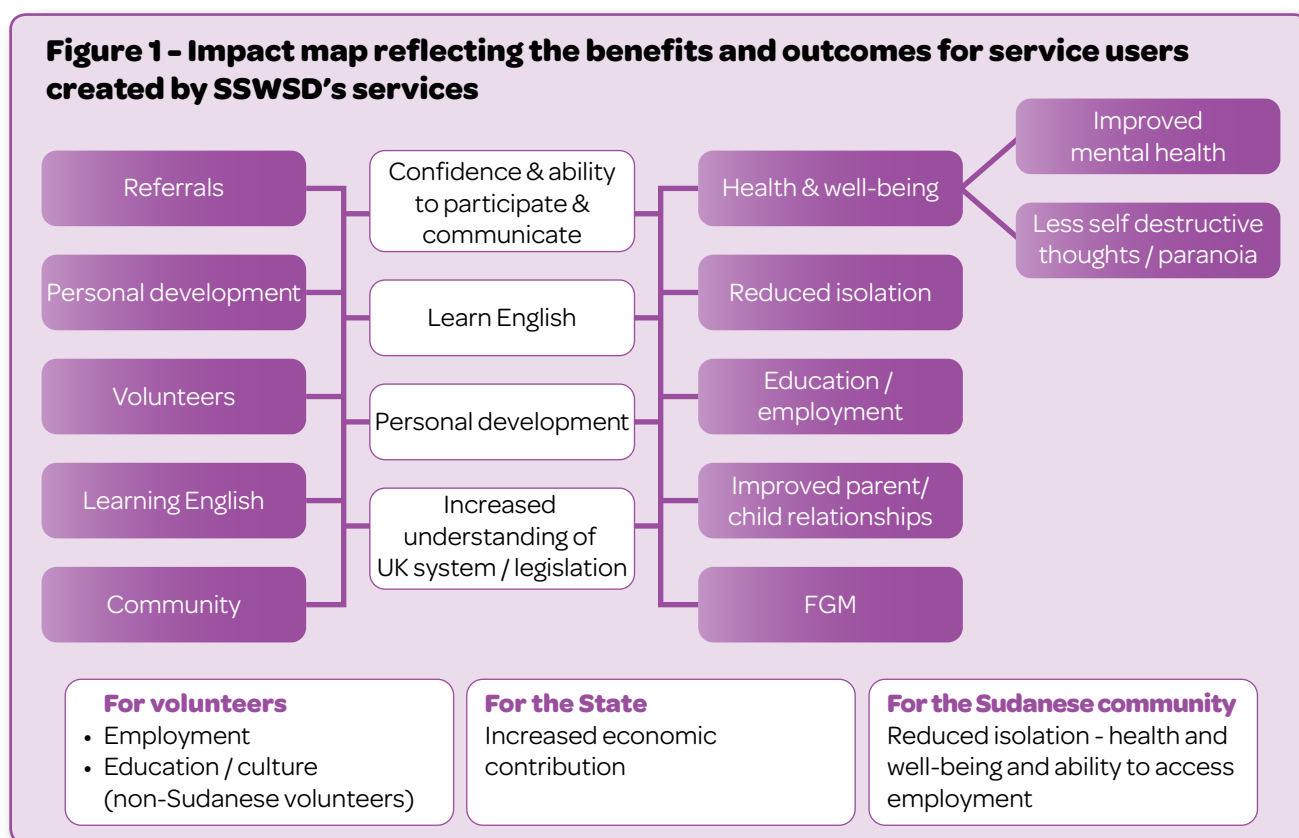
This research used the standardised methodology developed by nef and the Office for Civil Society (then the Office for the Third Sector).²⁹ This involved following specific processes used in SROI evaluation, including creating an impact map to show positive and negative effects, collecting data to show the investment in activities and their outcomes, and the calculation of outcomes in monetary terms.

For the purposes of this report the whole of SSWSD and all the services they provide were evaluated.

5.1 Data collection process

As the first step of the data collection process, participants distributed questionnaires to service users to capture the outcomes created as a result of accessing SSWSD’s services. Participants also specifically designed and distributed a questionnaire to volunteers to examine the outcomes created as a result of volunteering with the organisation. The questionnaires aimed to unpick the impact of the service upon women and their families, women’s self esteem, relationships, social interactions and skills.

Following on from this initial stage the information provided in the questionnaires and surveys was analysed to identify key outcomes and indicators as a result of accessing SSWSD’s services. In addition, participants also designed and distributed a survey regarding FGM to examine the impact that the FGM training had on both women service users and members of the wider Sudanese community.



5.2 Impact map

Following feedback from stakeholders an impact map was created which visually illustrated five key areas where SSWSD's services created change. The service areas focused upon were:

- Referrals (signposting women to other services)
- Personal development (enhancing personal and professional skills)
- Volunteering (women being offered volunteering opportunities at SSWSD)
- Learning English (undertaking ESOL classes)
- Community based work (such as community trainings and cultural based activities).

As highlighted by the impact map (figure 1), participants also identified a series of indicators which illustrate a shift in women's knowledge and social attitudes as a result of accessing SSWSD's services. These included improvements in personal confidence and levels of social interaction, improved language, personal and professional skills, as well as increased legal awareness surrounding the issue of FGM.

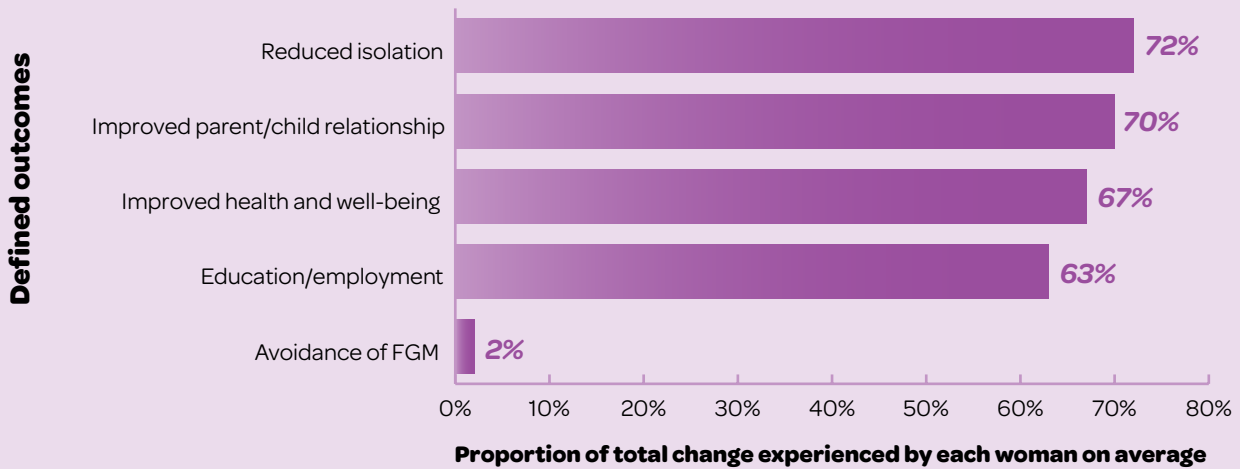
5.3 Measuring outcomes and indicators

Having examined the link between services and indicators of change, a series of outcomes created for different stakeholders was outlined. Specific outcomes for Sudanese women, their children, volunteers, the Sudanese community and the State were identified.

The outcomes were then measured using the statistical analysis from questionnaires and qualitative information collected from discussions with professional women within the Sudanese community.

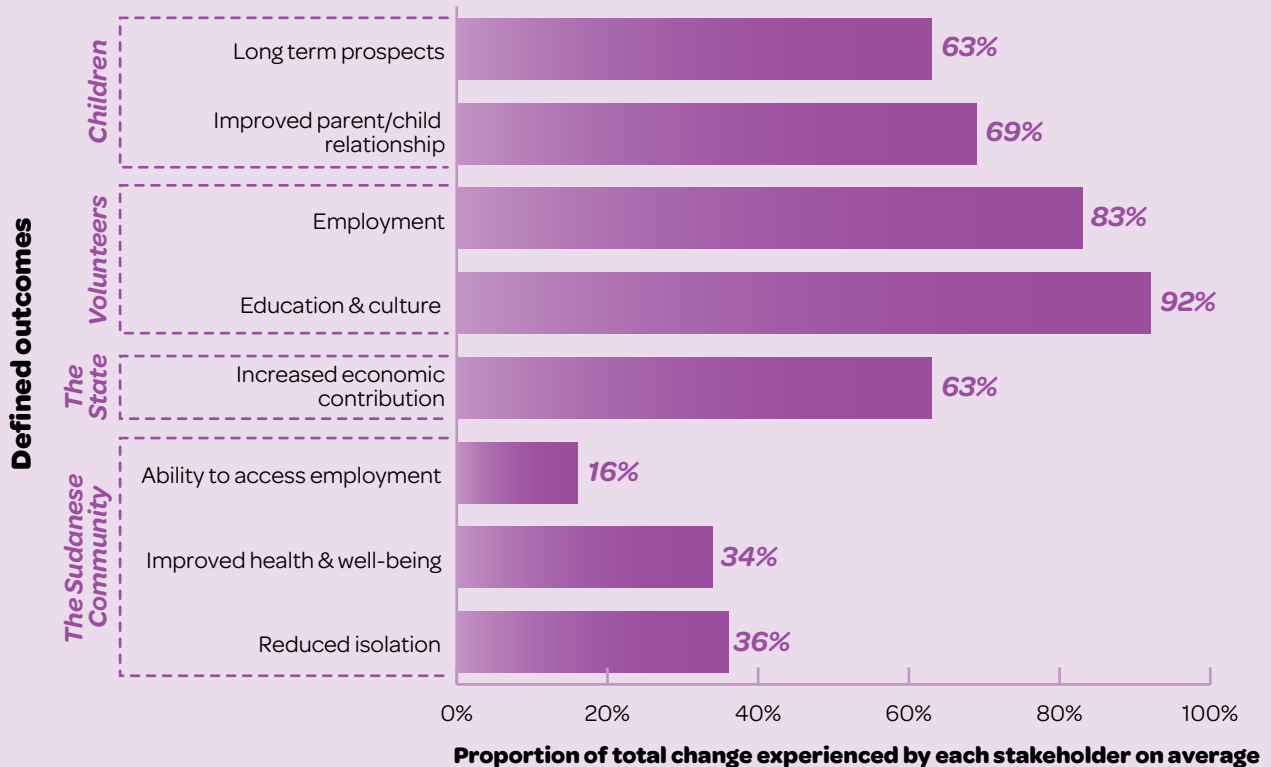
6. Outcomes

Graph 1: Proportion of total change experienced by women according to defined outcomes



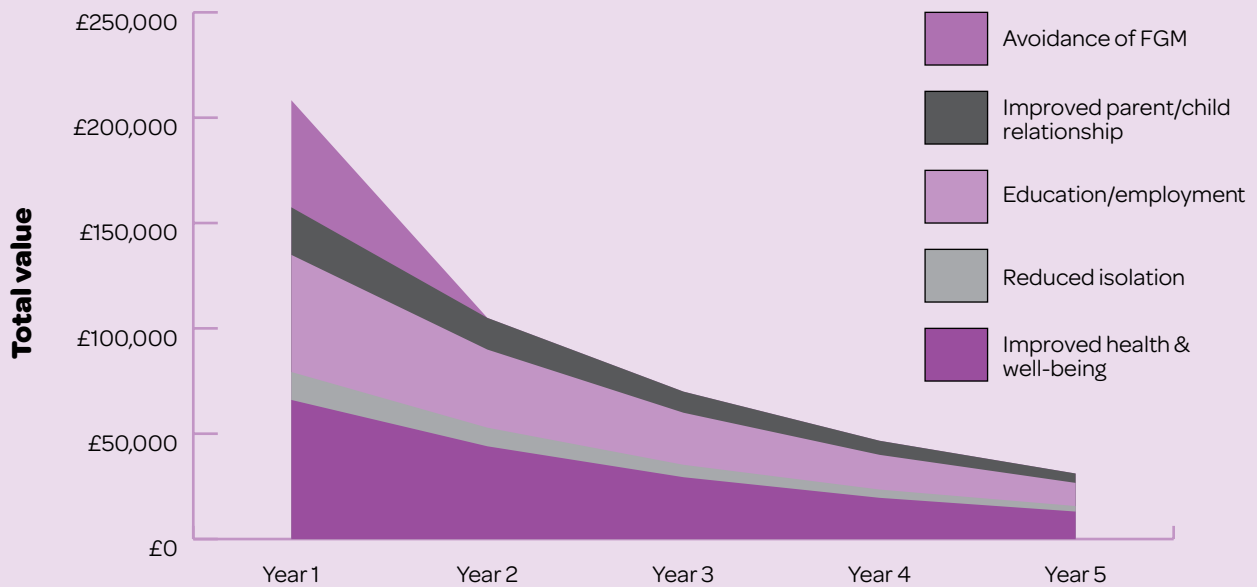
Graph 1 shows the outcomes created for women as a result of accessing SSWSD’s services. Calculated using primary data collected from surveys, research findings show that SSWSD’s specialist support creates a broad range of positive outcomes for women. On average, 72% of women reported reduced isolation and 67% reported improved health and well-being. Findings also show improvements in women’s personal lives, for example 70% of women reported improved parent/children relationships. Service users also reported improvements in their personal career prospects; 63% of women reported improved ability to enter education and employment. The final outcome, avoidance of FGM, also highlights the role of SSWSD in the prevention of VAWG.

Graph 2: Proportion of total change experienced by different stakeholders according to defined outcomes



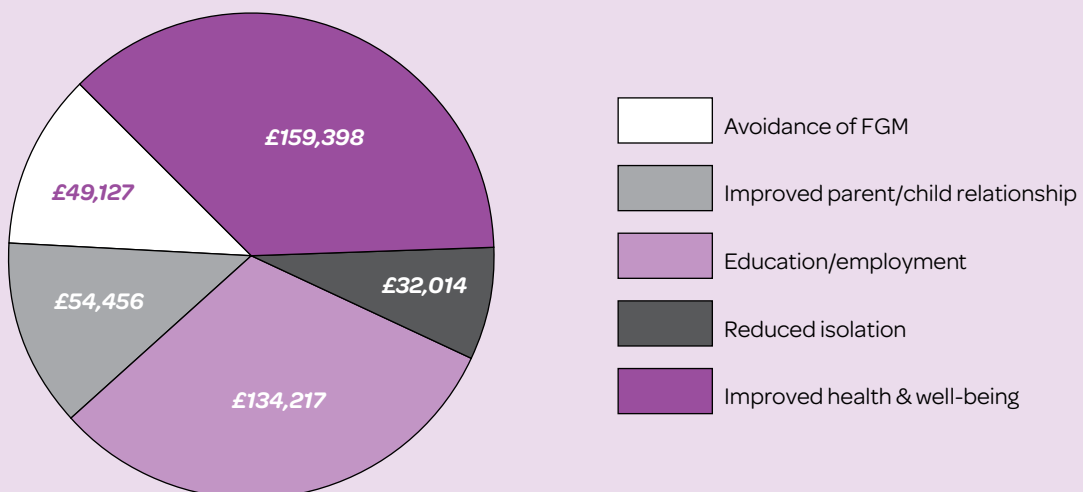
Graph 2 shows the broad range of outcomes created for other stakeholders as a result of the services provided by SSWSD. Children whose parents access the service benefit from improved parenting relationships and improved educational prospects. On average, 63% of children whose parents access the service experience improvements in their future employment opportunities. Results show that SSWSD’s services also promote positive outcomes for the State, as improvements in women’s employment skills and well-being increase their economic contribution. Findings also show broader outcomes created for the Sudanese community, relating to improved health and well-being, reductions in social exclusion and enhanced ability to access employment.

Graph 3: Total value created for women over a five year period



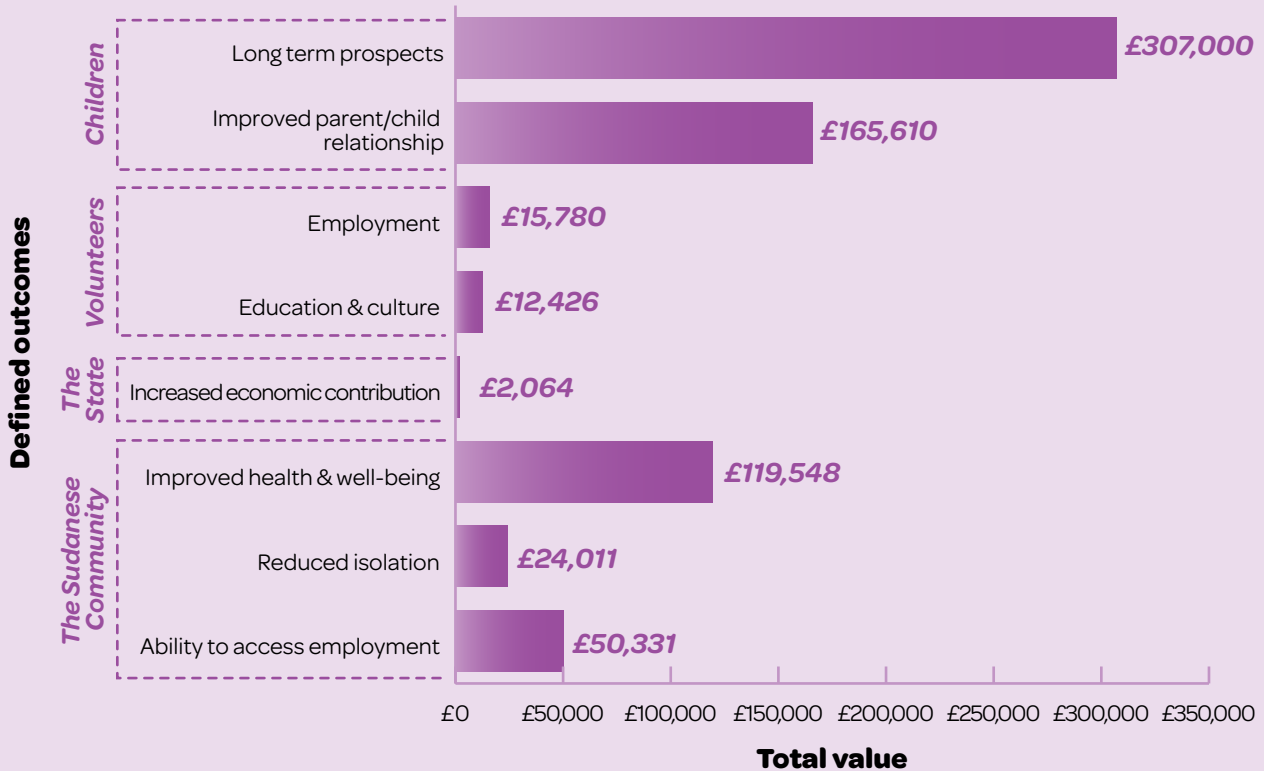
Graph 3 shows the total value of the outcomes to survivors created by SSWSD’s services. Spread over a five year period, the graph illustrates how the value of SSWSD slowly decreases over time but creates long term improvements in five key outcomes for women. The graph places financial value on the following outcomes: improvements in health and well-being, parental relationships and avoidance of FGM, reduced isolation and engagement in education and employment. The total value attributable to SSWSD is highest in year one, where improvements in women’s health and well-being are valued at £66,033 and the level attributable to women’s education and employment is £55,601.

Graph 4: Present value for women shown according to outcomes



Graph 4 shows the present value for women created by SSWSD and illustrates SSWSD’s success in creating positive change in women’s lives. Divided according to outcomes, this graph highlights the importance of the service in improving women’s health and well-being as well as enhancing women’s education and employment opportunities. The graph also illustrates how accessing the service creates improvements in parental and social relationships and helps avoid FGM. Whilst the number of incidences of FGM is small, it is still assigned a large proportion of value as the impact of FGM on women and girl’s lives is so large.

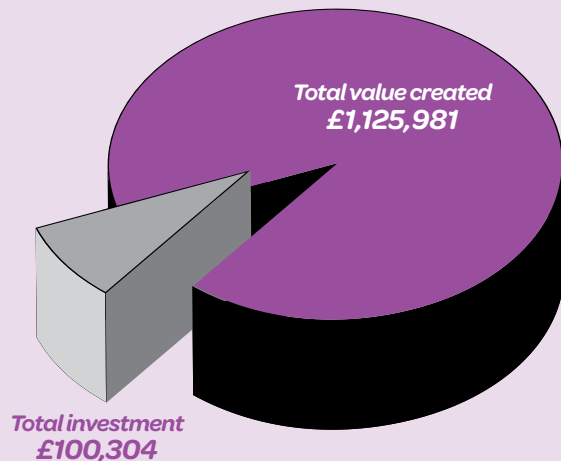
Graph 5: Total attributable value created by SSWSD’s services by individual outcomes



Graph 5 shows the total attributable value and benefits for other stakeholders created by SSWSD’s services, including children, volunteers and the wider Sudanese community. This graph shows that the largest outcome for other stakeholder groups is improved longer term prospects for service user’s children. A mother’s relationship to SSWSD also has an important affect on their children’s future in terms of education, employment and access to services which will provide increased opportunities.

Graph 6 illustrates the high social return on investment ratio created by SSWSD’s services. For every pound invested in SSWSD 11 pounds worth of social value is created to Sudanese women, their children, the Sudanese community, wider society and the State. As indicated by graph 6, a comparatively small level of investment yields significant results, SSWSD creates a broad range of outcomes for women and their families as well as supporting women’s economic activity and improvements in their well-being.

Graph 6: Total level of investment and total value created



7. Conclusion

The total value created by SSWSD has been calculated as £1,125,981. The total investment into these services has been calculated as £100,304. Therefore the final SROI ratio shows that for every £1 invested into SSWSD £11 of social value is generated to service users, their families, wider society and the State over five years.

Key outcomes include:

- Reduced isolation and improved mental health for women service users
- Reduced isolation, improved health and well-being and ability to access employment for the wider community
- Increased awareness of and avoidance of FGM.

SSWSD is a small charity operating on a fragile budget yet they still manage to create significant outcomes. This report highlights the immense benefit of SSWSD to the women who access the services that are provided as well as to a much wider group of stakeholders. This is a clear example of how a little investment can go a long way and how voluntary and community organisations are able to support marginalised communities to come together and participate in wider society with very little resources. Funding services such as SSWSD is cost-effective, creates long term outcomes and creates wide reaching impacts and opportunities.

Key messages:

1. The social, environmental and economic value that is created by SSWSD far outweighs the financial investment that is made in the organisation.
2. Participation of individual service users in various activities has empowered them to be confident and motivated and increased the knowledge and skills that they need to make changes in their lives.
3. SSWSD highlights the value of volunteering, either through the experience women gain by being a volunteer or the knowledge and skills that volunteers bring to the organisation.
4. Service user's involvement in the organisation allows women to take responsibility for their own actions and how these affect others, particularly in relation to harmful traditional practices.
5. SSWSD is a valuable place where women are able to access the amenities and services that they and their families need.
6. Funders must take advantage of the real value of the work that SSWSD does and realise the full economic potential and positive changes made by the organisation to service users, their children and the wider community.

"It has been a wonderful experience and I am grateful to the Women's Resource Centre for giving us this amazing opportunity to participate in the SROI research, this has helped me to develop an ongoing relationship with our stakeholders, volunteers and service users which shows that we are listening to their needs and we can now report on how our work impacts on the lives of others"

SSWSD Co-ordinator

8. Looking ahead

Through their involvement in this project SSWSD have an increased understanding of their economic, social and socio-economic impact. This report will act as a key fundraising tool and will enable SSWSD to raise awareness about their work both across London and within their local community.

SSWSD hope to use this report to highlight and explain the role of their organisation to potential funders and other stakeholders and to build strong working relationships with councillors at a local level. As more commissioning decisions are taken at a local level, SSWSD hopes to build positive working relationships with local government and commissioners.

SSWSD case study:

"I came to London in 2001 February. I applied for asylum when I was 16 years [old] but was rejected about three times so I lost all the support from the Government, and I become homeless, jobless and an illegal immigrant and destitute asylum seeker in the United Kingdom for nine years ... My cousin had volunteered with Sudan Women's Association [now SSWSD], so she suggested I should volunteer there because they were Sudanese... My confidence which I had lost because I had nothing came back because I felt useful in the community. I got a certificate for volunteering and a letter from the Sudan Women's Association and I believe this helped me. After three months of reapplying [in 2009] I got my indefinite leave to remain in the UK. Currently I am employed as a sales assistant in Victoria. I am proud I am paying my rent and bills and there is nothing to worry about."

Glossary

Attribution

When a benefit is assigned to a particular cause or source.

BAMER

The term refers to Black, Asian, minority ethnic and refugee groups and communities.

Cost-benefit analysis

A method of reaching economic decisions by comparing the cost of doing something with its benefits. The concept is relatively simple, but difficulty often arises in decisions about which costs and which benefits to include in the analysis. This is especially so when relevant costs and benefits do not have a price. Cost-benefit analysis usually looks at returns to one stakeholder – the State.

English for Speakers of Other Languages (ESOL)

English for Speakers of Other Languages is an educational programme used to teach English to people whose first language is not English.

Female genital mutilation (FGM)

Female genital mutilation also known as female circumcision, describes “the partial or complete removal or modification of the female genitalia for cultural or religious reasons”.³⁰ It includes all other injuries to the female genital organs for non-medical reasons.

ICT

Information and communication technology including skills with computers and the internet.

Immigrant

A person who leaves one country to settle permanently in another.

Impact map

A tool that can be used to illustrate the work that a person or organisation does and help them to think about how these activities bring about social, economic or environmental change.

Indicators

An indicator is a piece of information that helps to determine whether or not change has taken place. Indicators matter because they are a way of knowing if an outcome has taken place. There can be indicators of outcomes and outputs but only outcomes indicators are appropriate to measure change.

Inputs

The resources that an intervention uses to carry out its activities and operations. These include: funding, premises, goods-in-kind and time donated by volunteers.

Intersectionality

The term has no definitive definition and its meaning is contested across various sites and disciplines. For this report, intersectionality refers to the meeting point of a variety of overlapping identities (such as being a black, lesbian, woman) where multiple types of discrimination occurs simultaneously.

Monitoring and evaluation (M&E)

A process of systematically collecting data that is relevant to a project or activity, then analysing this data to make judgements on the success of the project and make changes or improvements.

Outcomes

The change that results from an organisation’s activity – for people, communities, the economy, or aspects of the natural or built environment. They come either wholly or in part as a result of the organisation’s actions. Outcomes can be negative as well as positive and measuring them is the only way that you can be certain that the change has taken place.

Outputs

A policy intervention that usually results in something demonstrable or countable right afterwards. Outputs are usually finite; items created (such as jobs) or people trained. While outputs are often the first step in creating the longer term change at which policy is aimed, they are not enough by themselves to create that change.

Proxies

In selecting indicators there is a trade-off between data availability and accuracy. When data is unavailable or difficult to obtain, proxies can be used. A proxy is a value that is deemed to be close to the desired indicator. For example, the overall regional unemployment rate may be used as a proxy for the local unemployment rate if the required data is unavailable.

Public body

An organisation that carries out an area of Government policy. Public bodies can include local authorities and primary care trusts in the NHS.

Racism

Hatred or intolerance of another race or other races.

So called ‘honour’-based violence

So called ‘honour’-based violence is a crime or incident, which has or may have been committed to protect or defend the perceived honour of the family and/or community.

Social Return on Investment (SROI)

A method which measures the social, environmental and economic value created by an activity or intervention. This measurement is made in relation to the resources invested into the activity or organisation.

Stakeholders

Those people or groups who are either affected by or who can affect policy. This can include customers, service users, trustees, community groups, employees, funders/ investors, statutory bodies, suppliers, staff, or volunteers.

Statutory provision

Support services provided by public bodies, such as counsellors provided by the NHS.

'Theory of change'

Defines all building blocks required to bring about a given long term goal. This set of connected building blocks interchangeably referred to as outcomes, results, accomplishments, or preconditions – is depicted on a map sometimes referred to as an impact map. This is a graphic representation of the journey of change, and the model has been developed by the Aspen Institute.³¹

Violence Against Women and Girls (VAWG)

The term violence against women and girls describes: *“any act of gender based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”.*³²

Voluntary and community organisation (VCOs)

A voluntary and community organisation is one whose main focus is to deliver social benefit in a variety of forms to the community, rather than to generate profit for distribution to its members. It will usually be independent of Government.

Well-being

A positive state of existence characterised by happiness, satisfaction, personal development, fulfilment and engagement with the 'community'.³³

Women with no recourse to public funds/insecure immigration status

If a woman comes to the UK on a Spousal Visa, she becomes dependent on her husband for her right to remain in the UK. She is also reliant on her husband as her 'sponsor' to apply within two years for her own right to remain. At this time she has 'no recourse to public funds' and she is completely financially dependent on him. Women who enter the UK on student and work visas, or those who have become over-stayers, also have no recourse to public funds and so are vulnerable if they experience violence but are not yet covered by the Home Office funded Sojourner Project scheme.³⁴

Notes

- ¹ *International Organisation for Migration (2006) Sudan: Mapping Exercise*. IOM UK: London. http://www.iomlondon.org/doc/mapping/IOM_SUDAN.pdf
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The Women's Resource Centre (WRC) is a charity which supports women's organisations to be more effective and sustainable. We provide training, information, resources and one-to-one support on a range of organisational development issues. We also lobby decision-makers on behalf of the women's not-for-profit sector for improved representation and funding.

Our members work in a wide range of fields including violence against women, employment, education, rights and equality, the criminal justice system and the environment. They deliver services to and campaign on behalf of some of the most marginalised communities of women.

There are over ten thousand people working or volunteering for our members who support almost half a million individuals each year

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