

## SVAAN Update – May 2012



Welcome to the Sexual Violence Action and Awareness Network (SVAAN) monthly email update. The update is full of information for organisations who work in the sexual violence sector. If you have events or information you would like to be included please email [nisan.kesete@eaveshousing.co.uk](mailto:nisan.kesete@eaveshousing.co.uk).

### **UK rejects EU proposal to introduce quotas for women on company boards**

The European Commission launched a consultation on March, this year, proposing to introduce quotas for women on company boards to tackle the persistent lack of gender diversity on the boards of large European companies.

Last year Vivian Reding, EU Justice Commissioner, has called on European publicly-listed companies to make a voluntary commitment to increasing the number of women in their boardrooms. However, only 24 companies signed the Women on the Board Pledge for Europe, committing themselves to a target of 30% female representation by 2015 and 40% by 2020.

Reding said: "Despite our calls, self-regulation so far has not brought about satisfactory results. The lack of women in top jobs in the business world harms Europe's competitiveness and hampers economic growth."

A report published by the European Commission shows that at the current rate of increased participation of women on boards, i.e. at only one board member in seven it will take more than 40 years to reach a significant gender balance of at least 40% of each sex.

Furthermore, there is a wide discrepancy within countries in the European Commission as to the number of women on boards - women make up more than one quarter of boards in some Scandinavian countries, while they make only 3% in Malta and 4% in Cyprus. In the UK women make up 16% of the boards of the largest companies.

In February, last year Lord Davies led a review into gender diversity on company boards in the UK and recommended that the FTSE 100 leading companies by share capital should aim to have at least 25% female representation by 2015. He also suggested that the top 350 companies set out the percentage of women they aim to have on their boards in 2013 and 2015. However, a report published in August revealed that only eight of those companies had said that they intended to meet Lord Davies' targets.

The Davies Report highlighted experience of other countries such as Norway on improving gender diversity in the boardroom. It stated that legislation was passed with the threat of fines or closure for non-compliance if Norwegian companies failed to meet a target of 40% female representation on board by 2005. The target was achieved by 2009.

Describing the atmosphere around quotas in the UK, Pinsent Masons, corporate law expert at Martin Webster said: "Corporate Britain is fairly united against the idea of quotas. Despite that, the response to the Davies targets has been no more than lukewarm. It may be that Commissioner Reding's threat of quotas will act as an added stimulus to get more female representation in boardrooms and especially to see more women in senior management."

Despite the proposal and the reports, at the close of the consultation this week, the Home Secretary and Minister for Women Theresa May, has announced that she will resist EU pressure to introduce quotas for women on company boards.

She said: "We abandoned the last government's approach of simply trying to dictate how people should behave. We are encouraging firms to use women's talents by helping them see the business benefits. But we must allow them to get on with their job."

"Our voluntary approach is reaping rewards. The past year has seen the biggest ever jump in the number of women on boards, and some of the UK's leading companies are now reporting on gender diversity, which will help more women rise to the top."

Reding, when launching the consultation in March, stated that earnings at companies with at least one woman on the board are significantly higher than in those with no female board members.

She said: "Personally, I am not a great fan of quotas. However, I like the results they bring. I believe it is high time that Europe breaks the glass ceiling that continues to bar female talent from getting to the top in Europe's listed companies. I will work closely with the European Parliament and all member states to bring about change."

Several EU member states including Belgium, France, Italy, the Netherlands and Spain have already introduced rules on gender quotas for company boards.

Source – Out-Law.com

For the consultation document click [here](#)

[Women on the Board Pledge Europe](#)

For Lord Davies Report click [here](#)

## Parliamentary Updates

### **Human Trafficking and Exploitation (Further Provisions and Support for Victims) Bill**

A bill to make provision about human trafficking offences and exploitation, and about measures to prevent and combat human trafficking and provision of support for victims.

The first reading of the bill took place on 15 May in the House of Lords. Second reading - the general debate on all aspects of the Bill - is yet to be scheduled.

**To find our more follow this link**

<http://www.publications.parliament.uk/pa/bills/lbill/2012-2013/0015/13015.pdf>

## Funding Opportunities

### Forced Marriage Unit

#### Domestic Programme Fund

**Deadline: 31 May 2012**

The Domestic Programme Fund (DPF) provides funding to charities for small projects in the UK that deliver against the objectives that are listed below. The FMU recognises that protecting victims and ending forced marriage can only be achieved if all partners across government, non-governmental organisations and statutory agencies work collectively.

The DPF promotes this joined-up approach of working by encouraging and enabling voluntary organisations to contribute even more to the wide and varied ongoing work to protect victims and end the abusive act of forced marriage. This has been demonstrated even more than ever this year with £150,000 now being made available.

For more information click [here](#).

### London Borough of Sutton

#### Independent Domestic Violence Advocacy (IDVA) Service

**Deadline: 18 June 2012**

The London Borough of Sutton (Sutton Council) is inviting applications for the provision of an Independent Domestic Violence Advocacy (IDVA) Service, to operate within the borough incorporating at least one full-time IDVA.

The main priority of the service will be to work with high-risk victims referred to the Multi-Agency Risk Assessment Conference (MARAC), as well as providing a service to victims at other risk levels. The service provider must prioritise victim safety and promote recovery in accordance with best practice and national guidance.

The Council is seeking Expressions of Interest from qualified organisations, including voluntary, statutory and private sector providers.

For further information click [here](#).

### London Borough of Redbridge

#### Provision of a Generic Advocacy Service

**Deadline: 08 June 2012**

London Borough of Redbridge is inviting applications for the provision of Generic Advocacy Service in Redbridge for all adults aged 18 years and over.

The Service will be independent of the public service provision and enable service users to maximise their health, well-being, independence, quality of life and promote social inclusion. The target groups for the Service will be adults both within the community and NHS settings who have a learning disability, or a mental health issue, or a long-term condition or disability or who are aged 65 years and over.

For more information click [here](#).

## **London Borough of Redbridge**

### **Support Service for Asian Women with Mental Health Issues**

**Deadline: 08 June 2012**

The London Borough of Redbridge is inviting applications for the provision of a local community based Support Service for Asian Women with Mental Health Issues.

The aim of the Service is to provide day time group activities to promote the health, well being, independence and quality of life of Asian Women with Mental Health issues living in the London Borough of Redbridge.

Applications will only be accepted from suitably experienced and qualified organisations with an annual turnover of no less than £130,000.

For further information click [here](#)

## **Southwark's Safer Southwark Partnership (SSP)**

### **Safer Southwark Partnership Small Grants Programme**

**Deadline: 22 June 2012**

The Safer Southwark Partnership (SSP) is pleased to launch its small grants programme for 2012-2013. Through this programme the SSP is seeking to invest £50,000 in the voluntary and community sector.

They hope to fund a range of community and voluntary sector projects and we are therefore seeking bids up to a maximum of £5,000.

The priorities of the Safer Southwark Partnership are:

- o Reducing harm, including the harm caused by serious anti social behaviour
- o Reducing offending, including reoffending
- o Supporting families and those with multiple disadvantage
- o Building sustainable community capacity and increasing public confidence.

For more information click [here](#)

## **Trainings, Meetings and Events**

### **The Havens & Rights of Women – Report Launch**

**Your rights, your body, your life  
Sexual violence and the law - A young person's guide**

**Wednesday 13th June 2012, 5:30 – 7:00pm  
GLA Committee Room 3 (lower ground floor)**

The Havens Sexual Assault Referral Centres for London and Rights of Women are delighted to invite you to the launch of a new legal guide for young victims of sexual violence.

The Havens are proud to have commissioned this much-needed legal guide for young people who have experienced sexual violence. Written in a user-friendly style by the

legal experts at Rights of Women, it is an accessible and comprehensive guide to what can often be a complex and upsetting subject. Readers are taken step-by-step through every stage of the criminal justice process, with key legal terms and procedures clearly explained along the way.

Please RSVP [Victoria.Poon@imperial.nhs.uk](mailto:Victoria.Poon@imperial.nhs.uk) by Wednesday 6th June 2012.

**A copy of the legal guide will be available for launch attendees and refreshments will be provided.**

### **Central American Women's Network**

**Influence the political policies and practice that impact women's lives**

**Date: Monday 18th June**

**Time: 6pm – 8pm**

Learn the different aspects of Parliament's work: questions, Early Day motions, debates, committees, lawmaking processes and more Practice your campaigning skills to lobby Parliament - Would you like to know how Parliament works?

Tracking bills, identifying supportive Members of Parliament and fostering good relationships with them can be key to a successful campaign. This training at the Houses of Parliament will cover parliamentary procedures as well as examples of lobbying on behalf of trafficked and exploited migrant women.

**To express an interest and for more information, email [campaigns@cawn.org](mailto:campaigns@cawn.org) by Thursday 14 June**

### **Rights of Women**

**Breaking the cycle: using civil and criminal remedies to protect women from violence**

All too often women receive only partial information as to their legal options when experiencing domestic violence. This popular course has been compiled so that you gain a full knowledge of legal remedies possible for victims of domestic violence and learn how to tailor your advice on available options for each individual woman you are supporting.

**London - 13/06/12**

### **Supporting survivors of sexual violence**

Understand the provisions of the Sexual Offences Act 2003 and how it applies to victims of rape and sexual assault with this fully interactive and well-established course. The course aims to make often complicated law accessible and furthermore examines the criminal justice process in detail along with crucial support available for survivors of sexual violence who choose to report to the police.

**London - 10/10/12**

### **Protecting children from domestic violence: children and the law**

This one day course will enable you to support survivors of domestic violence by helping you to understand and clarify the complex public and private law that relates to children. The morning session will investigate the key concept of parental responsibility and then focus on local authority involvement with children in domestic violence cases, explaining care and supervision proceedings, adoption and special guardianship. In the

afternoon we will focus on the law on contact and residence, with a focus on the court's approach to domestic violence and child contact.

**London - 24/10/12**

**Costs:**

**Small voluntary sector organisation (income less than £250k) - £75**

**Voluntary sector organisation (income between £250 and £500k) - £100**

**All other organisations - £125**

Limited number of free places for Refugee Community Organisations

Please note these courses are open to women and men.

**For course descriptions and booking forms go to:**

<http://www.rightsofwomen.org.uk/training.php>

**Lunch and refreshments provided**

**Contact the training officer: 0207 251 6575 [training@row.org.uk](mailto:training@row.org.uk)**

## Resources & Consultations

### Crisis

#### **Briefing: Young, hidden and homeless**

The briefing outlines new analysis of a range of research into single homelessness amongst people aged 18-25. The study looks at people's experiences of homelessness including the reasons why young people first become homeless; their housing histories and backgrounds as well as the vulnerabilities they face and lengths they go to in order to avoid the harsh reality of sleeping on the streets. It also highlights their interactions with the care and school systems as children, as well as the support services they later come into contact with and what support they are offered. From these findings it considers what more needs to be done to tackle and prevent youth homelessness.

**Follow the link to access the brief**

[http://www.cypnow.co.uk/digital\\_assets/Crisis\\_briefing\\_-\\_youth\\_homelessness-1.pdf](http://www.cypnow.co.uk/digital_assets/Crisis_briefing_-_youth_homelessness-1.pdf)

#### **The Anti-Trafficking Monitoring Group – New Report**

New report - *All Change: Preventing Trafficking in the UK* - The new report assesses the UK's performance in relation to trafficking prevention in accordance with the British Government's obligations under the Council of Europe Convention on Action against Trafficking in Human Beings. It also highlights good practice in prevention programming and offers recommendations to strengthen the UK's ability to prevent this abhorrent crime in the future. [The report can be accessed via this link.](#)

### **Ministry of Justice**

#### **Punishment and reform: effective probation services**

This consultation paper sets out the conclusions of an internal review by the Secretary of State of how probation services in England and Wales can be improved.

The consultation is on determining services of the right quality and price that are delivered in the right place and at the right time to punish and reform offenders. It also follows the Government's Green Paper: Breaking the Cycle: Effective Punishment, Rehabilitation and Sentencing of Offenders.

**To find out more or to respond follow this link**

<https://consult.justice.gov.uk/digital-communications/effective-probation-services>

**Ministry of Justice**

### **Punishment and Reform: effective community sentences**

This consultation sets out proposals for radical reforms to the way in which sentences served in the community operate. Victims and society have a right to expect that wrongdoing results in punishment, and that they will be protected from further reoffending.

**To find out more or to respond follow the this link**

<https://consult.justice.gov.uk/digital-communications/effective-community-services-1>

**Home Office**

### **Equal civil marriage consultation**

This consultation sets out the government's proposals to enable same-sex couples to have a civil marriage.

The key proposals of the consultation are:

- to enable same-sex couples to have a civil marriage i.e. only civil ceremonies in a register office or approved premises (like a hotel)
- to make no changes to religious marriages. This will continue to only be legally possible between a man and a woman
- to retain civil partnerships for same-sex couples and allow couples already in a civil partnership to convert this into a marriage
- civil partnership registrations on religious premises will continue as is currently possible i.e. on a voluntary basis for faith groups and with no religious content
- individuals will, for the first time, be able legally to change their gender without having to end their marriage

Current legislation allows same-sex couples to enter into a civil partnership, but not civil marriage.

**For more information and to respond follow this link**

<http://www.homeoffice.gov.uk/publications/about-us/consultations/equal-civil-marriage/>

**The consultation closes on 14 June 2012.**

## **Vacancies and Volunteering**

**Object**

**Campaigns and Policy Officer**



**Hours of work: 2 days per week (14 hours)**

**Salary: £25,000 pro rata**

**Location: Home based with regular meetings and events in central London**

**Deadline for application: Sunday June 10th 2012**

This is an exciting opportunity to join one of the leading feminist organisations in the UK and to play a prominent role in developing and implementing policies and campaigns to challenge the objectification of women, and to end all forms of commercial sexual objectification. In this role you will report to the CEO and work alongside the Development Manager with support from the Administration and Finance Officer. You will also work with partner organisations and will coordinate and manage volunteers and activists.

[Job Description and Person Specification](#)

[Application form and Equality and Diversity Monitoring form](#)

### **Administration and Finance Officer**

**Hours of work: 3 days per week (21 hours)**

**Salary: £18,000 pro rata**

**Location: Home based with regular meetings and events in central London**

**Deadline for application: Sunday June 10th 2012**

This is an exciting opportunity to play a crucial role in supporting the day to day running, as well as the development, sustainability and growth, of one of the leading feminist organisations in the UK dedicated to challenging the objectification of women and to ending all forms of commercial sexual objectification. In this role you will report to the CEO, as well as support the work of the Development Manager and the Campaigns and Policy Officer.

[Job Description and Person Specification](#)

[Application form and Equality and Diversity Monitoring form](#)

**Please fill out and send all application forms to [ido@object.org.uk](mailto:ido@object.org.uk)**

### **Mosac**

#### **Helpline and Advocate Assistants**

The National, Mosac Helpline and Advocacy Service provide Free, Confidential support for parents and carers of children that have been sexually abused. We're available over the phone, and face to face, throughout the year to support families and young people, whatever their need.

Volunteering with Mosac will help volunteers develop important and desirable workplace skills whilst providing valuable assistance to people who often feel vulnerable and unsupported. Personal experience with child sexual abuse is not essential as full training will be given.

#### **What do we offer?**

**FREE Accredited 5 Week Training Course** has developed out of Mosac's 20 years' experience of supporting families deal with sexual abuse. The course is accredited by the **Open College Network London Region (OCNLR)** and is a fantastic opportunity to access an in-depth and practical training experience. Successful completion of the course (including course work) will result in a Level 2 & 3 qualification.

**Training dates:** Training will take place in Greenwich, twice a week between 10:00am - 14.00pm for a period of 5 weeks: 3rd and 5th, 10th and 12th, 17th and 19th, 24th



and 26<sup>th</sup> July, and 31st and 2nd of August. 90% attendance is essential in order to gain accreditation.

**For more information and to apply visit the Mosac website [www.mosac.org.uk](http://www.mosac.org.uk) or phone Niki Fayase on 0208 293 8582.**

**Deadline for receipt of applications: Monday 25th June 2012**

#### **Solace Women's Aid**

##### **Advocacy & Support Advisor – Complex Needs**

**Salary: £25,515 (unqualified) £27,009 (qualified)**

**Deadline for application: 11th June 2012**

**Interview Date: 18th/19th June 2012**

This is a new post and you will be working with women affected by domestic and or sexual violence who have complex needs including problematic substance use and mental health issues. You must have a thorough understanding of the dynamics, impact and effects of domestic violence and direct experience of providing support to women affected by domestic violence and or sexual violence.

You should have experience of crisis intervention work, risk assessment, risk management and safety planning. The service works closely with a range of agencies including the police and other multi agency partners and is a core member of the Islington MARAC. As such you will also need the ability to undertake partnership work.

**For more details and to download application forms go to <http://www.solacewomensaid.org/vacancies/index.html>**

#### **Solace Women's Aid**

##### **Team Leader – Advocacy & Support Service**

**Salary: £30,345**

**Deadline for application: 11th June 2012**

**Interview Date: 18th/19th June 2012**

We are looking for a Team Leader for our Advocacy and Support Service in Islington. We want a dynamic woman who has had front line experience of working with women who have been affected by domestic/sexual violence, as well as experience of managing a similar service. You will lead a team of six staff which includes a male advocate. You must be able to provide leadership and management within an equalities framework.

These posts are exempt from the Rehabilitation of Offenders Act  
Posts will be subject to an enhanced CRB check and open to women only.

**For more details and to download application forms go to <http://www.solacewomensaid.org/vacancies/index.html>**

#### **The Nia project**

##### **Family Support Worker**

**Hours of work: (24 hrs/week)**

**Salary: (25,301 – £27,724 pro-rata) including some evenings and weekends**

**Deadline for applications: Monday 11th June**

**Interview Date: Tuesday 20 June 2012**

We are an experienced practitioner to provide direct support and advocacy to mothers/carers affected by violence against women through the provision of one-to-one support, family activities, drop-ins and holiday play-schemes (8 -16 years). This will include support with parenting as well as practical and emotional support.

We're looking for a highly organised and self motivated woman who is passionate about ending gender-based violence. You'll have a 'can-do' approach and demonstrable commitment to Nia's feminist approach to supporting women and their children to be safer.

**To apply and for more information visit the following link**  
[www.niaendingviolence.org.uk](http://www.niaendingviolence.org.uk)

### **The Feminist Library**

#### **Structured Volunteer Positions**

**Deadline for applications: 8th June 2012**

The Feminist Library is seeking a number of people to fill Structured Volunteer Positions. These posts will suit you if you want to work part-time in a friendly feminist environment are able to work unsupervised and as part of a collective, are a good administrator, and want to learn new skills, as well as share your own.

We are looking for people to help with the day-to-day running of the library, and act as back up to the management group, assisting with such tasks as fundraising, organising events, marketing and promotion of the library, updating the website, and maintaining and expanding the library stock.

**To find out more, download an application pack from**  
[www.feministlibrary.co.uk/svp](http://www.feministlibrary.co.uk/svp) or email [svp@feministlibrary.co.uk](mailto:svp@feministlibrary.co.uk)

