

CLYDEBANK WOMEN'S AID.

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WOMEN'S AID OPENS DOORS.

CLYDEBANK WOMENS AID SHOULD LIKE TO ACKNOWLEDGE AND
THANK:

WEST DUNBARTONSHIRE COUNCIL

AND ANY OTHER GRANT MAKING BODIES, LOCAL ORGANISATIONS
AND INDIVIDUALS WHO HAVE SUPPORTED AND ASSISTED US OVER
THE YEARS.

YOKER COMMUNITY PRINT UNIT FOR THEIR HELP IN PRINTING THIS
REPORT.

WE WOULD ALSO LIKE TO ACKNOWLEDGE THE COURAGE AND
STRENGTH OF THE WOMEN AND CHILDREN WHO HAVE USED THE
SERVICE AND THE VALUABLE CONTRIBUTION MADE BY ALL
WORKERS, PAID AND UNPAID, PAST AND PRESENT.

CLYDEBANK WOMENS AID IS A REGISTERED CHARITY AFFILIATED
TO SCOTTISH WOMENS AID.

INTRODUCTION.

In Scotland in 1995-96 3137 women and 4853 children fled to the safety of a refuge to escape Domestic Abuse.

41629 women used the services of Women's Aid groups. 4710 women and 6057 children were turned away due to lack of suitable refuge accommodation.

Refuges and refuge support are widely recognised as an effective way to intervene in the common crime of Domestic Violence and to prevent its repetition.

The Home Affairs Committee report on Domestic Violence (1993) recommended that: "the first priority for Government action on Domestic Violence should be the establishment of a central co-ordinated policy for refuge provision throughout the country"

In the absence of such a co-ordinated response to the problem of Domestic Violence each local authority must ensure that services for abused women and their children have adequate and secure funding.

In the Clydebank area, Clydebank Women's Aid have been providing a service since 1981, when local women identified a need and campaigned to this end. The group provides accommodation for six women and their children and a drop-in service offers counselling, information on housing, benefits and legal rights, advocacy, work with children, public information and inter-agency liaison.

1% OF RECORDED VICTIMS OF VIOLENCE ARE MEN!

10% OF RECORDED VICTIMS OF VIOLENCE ARE CHILDREN!

75% OF RECORDED VICTIMS OF VIOLENCE ARE WIVES!

94% OF RECORDED VICTIMS OF VIOLENCE ARE WOMEN!

97% OF RECORDED ABUSERS WITHIN THE HOME ARE MEN

(Dobash & Dobash)

NO MAN HAS THE RIGHT!!!

NO WOMAN IS TO BLAME!!!

WHY REFUGES?

When a woman experiences Domestic Violence her needs and those of her children are much more than shelter alone.

Refuges not only provide a safe place to be, where no men are allowed, but women are supported and encouraged to make informed life choices.

Domestic abuse undermines a woman's self-confidence and self-esteem and the therapeutic environment of a refuge encourages a woman to identify and address her needs with the support of other women in the safety of a woman only space. Refuge living helps to alleviate the isolation often from friends and family of women who leave abusive men. Women can also regain their strength and self-confidence to live independently in the community.

Women stay in refuge for different time periods. If a woman is applying for rehousing through the Housing (Scotland) Act she stays until she is offered a tenancy. A woman has one offer of housing, almost always in the "hard to let" category and if she does not accept this she is then deemed intentionally homeless. This is particularly difficult when women left a good house in a good area and they are in no way culpable for the situation.

If a woman decides to use the MH Act, and it must always be her choice, she stays in refuge until protective and exclusion orders are granted by the courts.

A woman can also use refuge accommodation for "time out" when she is given a limited time, usually 28 days to escape the abuse and decide what she wants to do from there.

CWA stress that it is always the choice of each woman what direction she wants to take. CWA will support a woman in her decision. Whether to apply for rehousing, protective orders or to return to her partner. As an organisation, we recognise that leaving an abusive man is a process not an event and understand that a woman may leave her partner a few times until she is ready to leave permanently and we would always offer support in these circumstances.

REFUGE ACCOMMODATION

As mentioned previously C.W.A. have 6 spaces for women and their children if any. A women shares her bedroom with her children and there are three families in each flat who share kitchen/sitting rooms and bathrooms. A laundry room and play room are on the ground floor.

Women live in refuge, on average 4 months and although refuge living has its bonuses e.g. company, safety and support there are also drawbacks, the main one being lack of privacy. Therefore, women should always have a choice between refuge accommodation and a self contained D.C. furnished flat. Communal living takes a lot of hard work and compromise.

CWA are always amazed by the sheer strength of women who move in to refuge with their children and who persevere despite the immense pressure from society on them to return.

Refuges have a large turnover of women and children and furnishing and fittings need to be frequently renewed and maintained.

Budget provision should always include an element for refurbishment as women and children should never be penalised by having to live in accommodation which does not come up to standard.

COLLECTIVE WORKING

Within Women's Aid, nationally and locally, there has always been a belief in collective working methods. We believe that the structure of collective working best suits our aims, politics and way of working for, and with women. The responsibility for the running, success (or failure) of the group is therefore shared by all workers paid and unpaid.

Sometimes outside agencies or funding bodies have misconceptions or concerns about this way of working, perhaps feeling that there may be a lack of structure. We hope the following information will be helpful in this respect.

Clydebank Women's Aid collective presently consists of two unpaid workers and four paid workers. Together we are responsible for all aspects of managing the project.

Collective working is a way of working which aims to create equality, share skills, build on women's confidence and to equally share both the power of the group and the responsibility of the work. All group members are equal.

Essentially collectives are about giving power or ability to people to allow them to direct what happens within the group and the wider organisation of Scottish Women's Aid.

Clydebank Women's Aid has a commitment to equality of pay and conditions for all workers. All paid workers in Clydebank Women's Aid have parity of pay. Individuals within the group may take responsibility for a particular area of work, but ultimately the whole collective is responsible for all work.

Within Clydebank Women's Aid, workers meeting take place weekly and business meetings fortnightly. Minor decisions can be made by an individual, or part of the group when appropriate. Clear policy guide-lines help group members know when full collective decisions are required. Decisions are reached by consensus. (This can mean compromise or agreeing to differ). A decision finally taken may not be what each member feels is best, but rather the best solution that can be reached at the time under the circumstances. We strive to make all decisions by consensus, but do take a vote for majority decision when circumstances dictate this.

Decision making can sometimes be a bit more time consuming than in hierarchical organisations, and a clear understanding and commitment to collective working and willingness to share the responsibility, particularly around difficult issues, is required to make it work well. However, we feel the advantages of this style far outweigh the disadvantages.

Clydebank Women's Aid are also accountable, and have a commitment to the Scottish Women's Aid network. Localised Groupings meet regularly throughout Scotland. Clydebank Women's Aid are part of West Strathclyde Localised Grouping, which consists of six local groups. West Strathclyde Localised Grouping meets every six weeks to share information and discuss local and national issues.

COLLECTIVE WORKING (Continued).

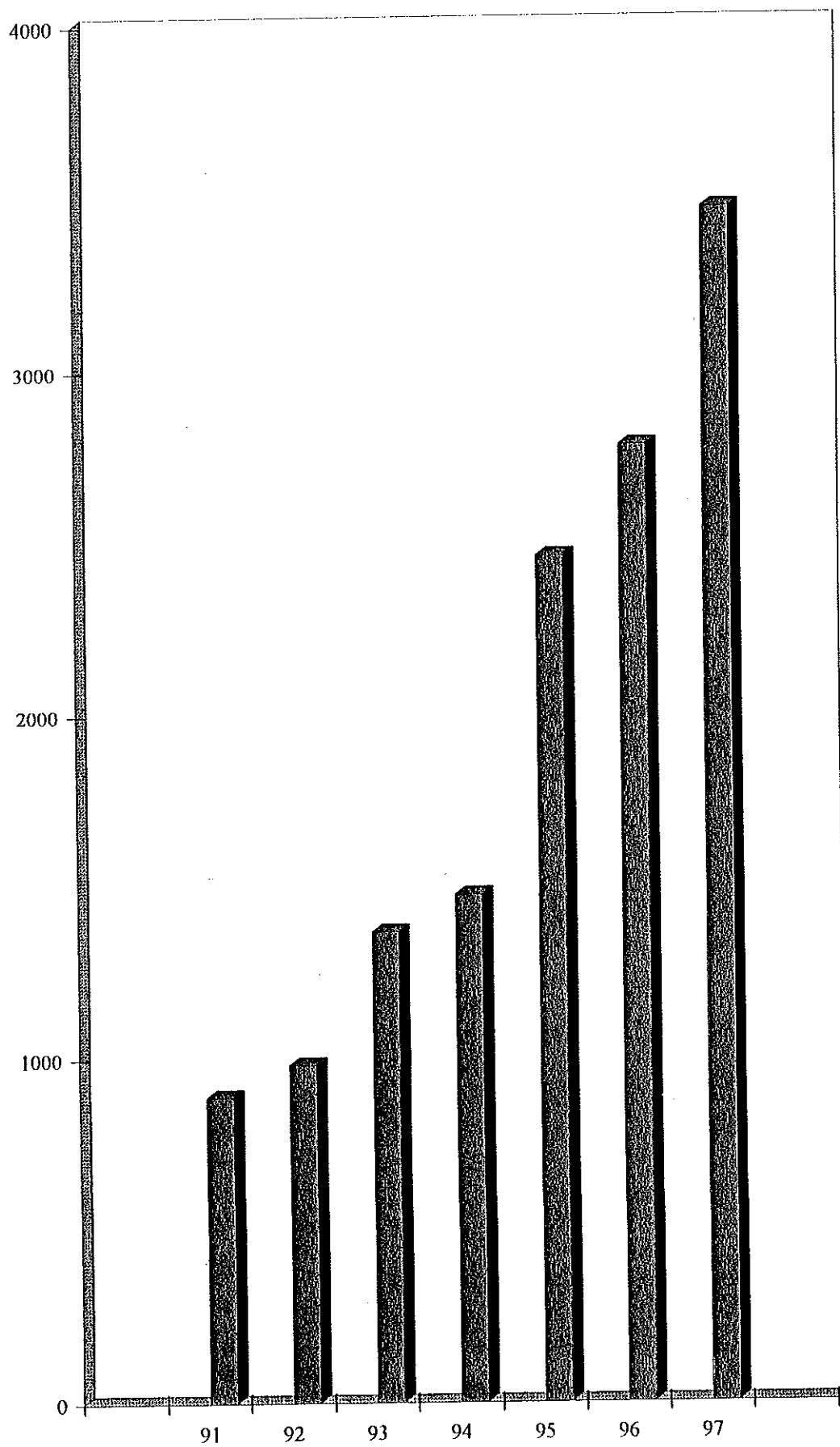
Delegates are chosen here as representatives to attend and present views and votes to our National Executive meetings on national policy and practice. In addition representatives from this forum are also on national policy and development groups on various issues such as children's work, training, legal issues etc.

Since the beginning, the project has been monitored by funding bodies, with reports being given on the groups development, financial situation etc.

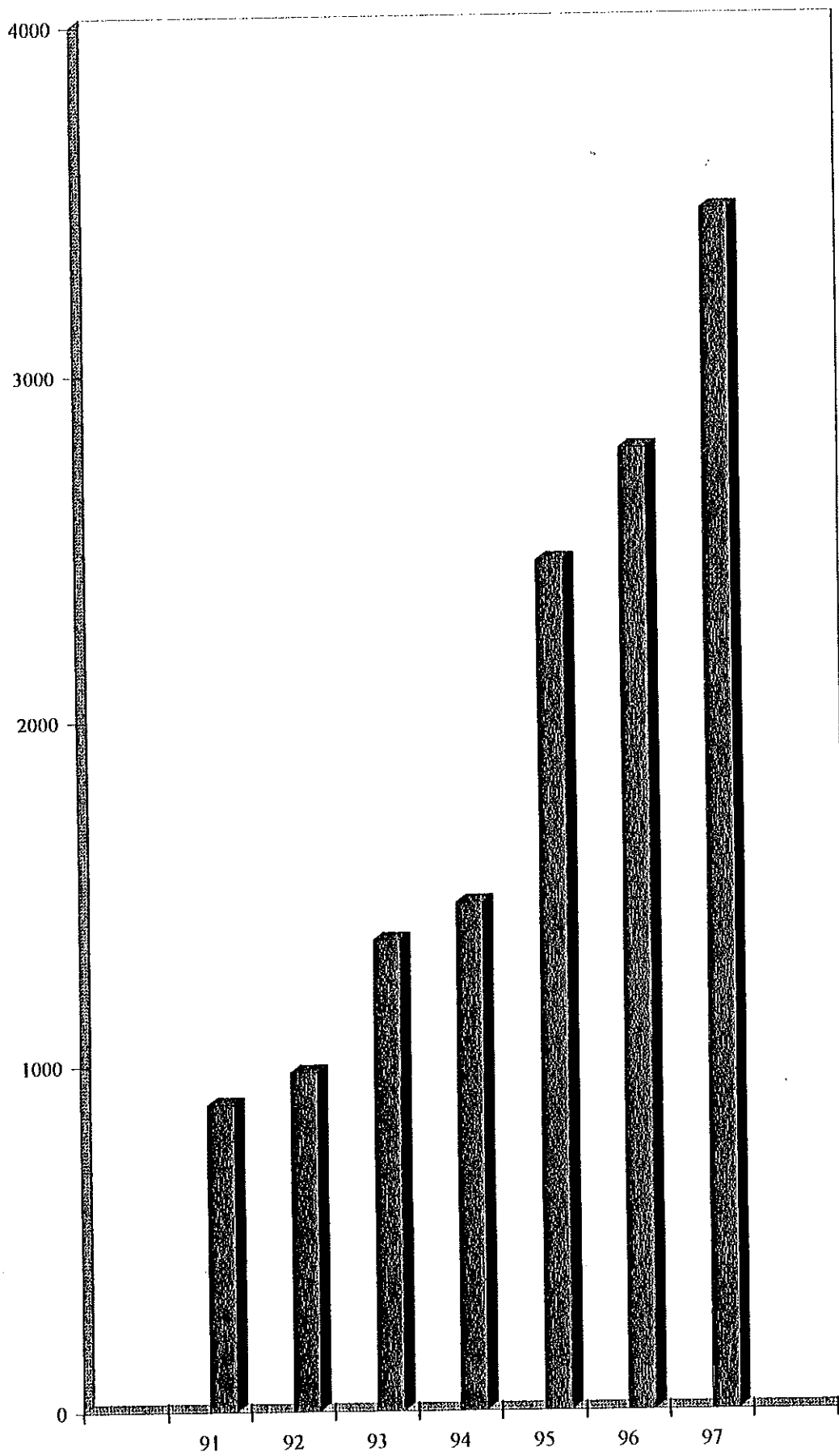
Although collective working entails hard work, commitment, and additional time for information sharing and discussion, we feel the long term benefits of skill sharing and power sharing, enables the group to function well irrespective of staff turnover, holidays, sickness etc.

Clydebank Women's Aid are proud of the way we have handled all aspects of managing and developing the project since funding was granted.

CWA REFERRALS



CWA REFERRALS



AREAS OF WORK COVERED WITHIN WOMEN'S AID

REFUGE

1. General maintenance
2. Counselling of women resident in the refuge.
3. Practical information / legal advice.
4. Arranging and / or attending appointment with women e.g. lawyers, D.S.S housing department, police and court where appropriate.
5. Collecting donations of clothing, toys, furniture etc.
6. Completion of necessary D.S.S forms, Housing Benefit forms etc for residents.
7. Weekly refuge meetings.
8. Preparation of rooms for new residents.
9. Washing, bedding etc.

OFFICE

1. General office duties - typing, filing, leaflets etc.
2. Telephone counselling.
3. Housing / Legal information by telephone.

LIAISON WORK

To liaise and maintain good communications with all relevant agencies, statutory organisations, Police, D.S.S. Housing Departments, Social Work Departments etc.

Others organisations, One Plus, Woman's Support Project, C.A.S.A, Woman's Counsel and Resource Service etc.

MANAGEMENT OF PROJECT

1. To attend collective meetings in order to participate in all aspects of management i.e. policy decisions, forward planning, areas of work, employment and staffing matters, training etc.
2. Attend regular Monitoring Group meetings to discuss project and future planning etc.

NATIONAL WORK (Localised Group)

Clydebank Women's Aid is part of West Strathclyde localised grouping, comprising of six Women's Aid Groups Meeting held approximately every month. These are held to share information, joint training, to collate local group decisions to be taken to Women's Aid.

EXECUTIVE MEETINGS.

NATIONAL SUB GROUP

C.W.A. are represented on two National Policy and Development groups to monitor, discuss and campaign on issues relating to abused women.

EXECUTIVE MEETINGS.

Women's Aid executive are held every quarter. C.W.A. representatives attend these meetings where decisions from the 38 local groups are collated, national policy decided and National Workers are given direction of their work. National conferences are held annually.

TRAINING (UNPAID WORKERS).

Training for prospective unpaid workers is carried out by the group and based on a training pack completed by Glasgow Women's Aid. The training course lasts for eight weeks and is followed by a twelve week probationary period before being accepted as a full collective member.

ON-GOING TRAINING.

Collective members on-going training consists of training days, courses, organised by Scottish Women's Aid, other voluntary organisations e.g. Shelter, Institute of Housing, Castlemilk Law Centre, One Plus etc.

TRAINING FOR OUTSIDE AGENCIES.

C.W.A. has been involved in training for Social Work Department, District Councils, Police, Colleges and Schools, Community Groups, Conferences, Clergy etc.
We also provide training for other Women's Aid groups in the network at Annual conferences and National Training events.

CHILDREN'S WORK.

C.W.A. has a paid worker who's remit is children specifically, although all group members paid and unpaid have to consider the needs of children in the course of their work and be informed and trained on issues relating to children.

Regular play sessions are held within and outwith refuge. Playschemes are organised during the school holiday periods and Christmas and Easter parties organised. Attendance at Clydebank Association of Playschemes (C.A.P.) to liaise with other playschemes. We are trained in counselling children and working with children who disclose physical or sexual abuse.

Attendance at case conferences or court proceedings are sometimes appropriate. We work closely with Health Visitors/ Social Workers in situations where there is concern of neglect or abuse of children in the refuge.

Children's worker attends regular meetings with other children's workers throughout Scottish Women's Aid. Our children's worker has also been involved in completing an information pack on working with children in Women's Aid.

Training with G.Ps and agencies on issues relating to children is another aspect of our work.

LOBBYING.

We lobby on issues affecting abused women and their children, if any, e.g. Community Charge, DSS legislation, Mat Homes Act, Diversion Schemes for abusive men etc.

FINANCE.

Our group has a paid refuge/admin worker who's duties include the following:

BANKING.

Monitoring of bank accounts.

Bank reconciliation records on request by the collective updating all relevant banking records.

ACCOUNTS/FINANCES.

Maintaining appropriate accounts files including year end

Liaison with accountant where necessary.

Responsibility for administering petty cash. Paying and recording invoices.

GENERAL.

Keeping minutes of collective meetings etc.

Providing regular financial statements for appropriate meetings.

ON CALL SERVICE.

CWA provides a 24 hour on call service for women living in our refuge. We also provide an out of hours answer service.

ON-GOING SUPPORT WORK

We provide on-going support in various ways to both women who previously lived in refuge and women using our service whether they remain living with their partners or not. Until recently we helped set up and support a thriving support group which was open to any woman who has used our service. This group took part in classes and courses in many and varied subjects, organised talks, day trips, holidays etc. This group has now evolved to become a woman's group which is open to all women in the area. On-going support for some women can mean long term counselling sessions, for other they may just feel the need to visit us on occasion or when their ex-partner is causing problems for them. Often women with whom we have built up a trust will approach us seeking information or advice not in relation to domestic violence and we refer them to the appropriate agency. It must be understood that for the vast majority of women getting free from an abusive relationship is a *PROCESS* rather than an *EVENT* and that much counselling may be required before a woman can leave and on-going support for her to remain free after separation.

STUDENT PLACEMENTS

This has proved to be a time consuming, but worthwhile area of our work. These have included students from Clydebank Technical College and both Queens and Jordanhill Colleges. This has enabled not only the individuals but also other organisations and agencies to have a better understanding of the work we do.

STAFFING LEVELS.

The Staffing complement at CWA is as follows:

- 1 Family Resource Worker
- 1 Finance Support Worker
- 2 Refuge Support Workers

All four workers are paid for 30 hours per week on Salary scale AP4

The staffing levels have been static since 1986 even though there has been a dramatic rise in referrals as the enclosed graph illustrates.

CWA collective work many hours unpaid to cope with the vast number of referrals. Also there has been an expansion in the areas of work covered. Noticeably the lack of residential resources for abused women, with children, who have mental health, drug or alcohol problems has increased the workload for CWA.

The human resources, both paid and unpaid, available to refuge groups, represent a substantial capital base in terms of energy, expertise and commitment. It is important that this investment is recognised and maintained. (As mentioned in the Training report it is also necessary to have funds available to train new unpaid workers.)

In the absence of available funding to create new paid posts CWA believe that all existing paid workers should become full time (from 30 hours to 35 hours.)

UNPAID WORKER'S PERSONAL ACCOUNT.

I wanted to become involved in helping abused women and children because of personal experiences. I was invited to attend training by Women's Aid November 1996. Although I had used the service in the past the training heightened my awareness of issues affecting women, it was more in depth than I imagined I also found it to be very emotionally challenging.

I then went on to unpaid work with Women's Aid, I started off doing a 13 week probationary period. During this time I participated and learned all aspects of working within Women's Aid. I found that getting to grips with the structure of the organisation nationally most difficult at this time. The most exciting and enjoyable aspect was feeling useful and being able to do practical thing to support women using the service.

I get a great deal of satisfaction from my work, although I'm still learning new things and believe with this type of work I'll always be learning. I feel this service is very underestimated, I also believe it's sad that there's not enough funding available to run an even better service e.g. renew furniture for refuge, more workers, toys for children etc.

I found collective working different but a lot better than a hierarchical way of working. Although I feel happy to take up responsibility for all aspects of managing the project as a collective member sometimes when difficult decisions are required or when the workload seems overwhelming the responsibility can be daunting.

I now work 18 hours per week and I'm more confident within the organisation, I intend to become more involved in giving talks and training on violence against women and children, and continue to participate to National work within women's Aid. Eventually I would like to become a paid worker within Women's Aid.

Children in Woman's Aid.

Domestic Violence is the physical(hitting slapping, punching kicking, using weapons,etc)sexual(rape being forced to commit sexual acts against her will etc)or mental emotional(eg constant ridiculing or criticising her preventing contact with family and friends, telling her the children will be taken into care if she tells anyone about the violence, threatening to kill her and the children, keeping her short of money so she cannot escape or cannot afford to feed herself and the children properly, not being able to pay the bills so she is under threat of being evicted or having gas and electricity cut off etc), All of the above are forms of controlling behaviours which men use in a variety of combinations to exert power and control over woman with whom they have, or had, a relationship. Violence and abuse can be actual or threatened. It is used to force woman and children in the household to do as the perpetrator wishes.

Children and young people may directly observe violence or threats of violence against their mother; they may overhear the abuse; they may see the affects without seeing the actual abuse or experience the effects of fear and intimidation on their mother. Some studies have asked where children are during attacks - 90% in the same or next room. (Hughes 1992).

Children are frequently emotionally and physically abused by men to manipulate and control them and their mothers, both during and after separation: To prevent a woman from leaving or to force her to return men may threaten that the children will be taken away from the mother either by him or by the social work department. Men frequently say that they will prove the woman is a bad mother and that she is "mad". Access visits and disputes over the children are often used by men to further abuse the woman. For example, children witness physical and verbal abuse of the mother and the other people at the pick-up point; they may be abducted and used as hostages in an attempt to get the woman to return. Children are used in other ways too, grilled or coerced for information about the mother, and the abuser may threaten to kill the children if the children or the mother tell anyone or the mother says she will leave. Children are used directly and indirectly in the continued harassment of their mothers.

If the child is still living with the abuse it may be difficult to understand why the mother does not leave. Understanding her reasons helps us to stop blaming woman and place the responsibility where it belongs-with the man. Be aware of the facts and the context of domestic abuse. Woman and children are under great pressure and in great danger when they leave the abuser. They are often in more danger from the abuser when they are attempting to leave or when they have left -almost half all homicides of woman are killings by a partner or ex-partner. (Mooney 1994)

On top of this are often housing and financial pressures and the great losses they will go through. Children and young people leaving domestic abuse suffer in a variety of ways because of the changes going on in their lives, though for many this suffering is combined with an immense relief at being away from the abuser. Children have to cope with the stress of leaving home including people and things they care about their extended family, their pets, changing schools and so on. They may feel their whole identity is changed and that they have no control over the situation. They may have to move more than once, their new home might be temporary; a friend's floor, a woman's aid refuge, B&B accommodation. They may have to change address/school - often more than once.

The children may have to face strangers like teachers, social workers, police, doctors, the courts, other workers asking questions about their mum and dad. They may be relieved to talk or they might be frightened. They may resent the intrusion and be scared of leaving their mother. Children might learn you can't trust police/adults/people in power when in danger if they have had a bad experience with the authority, as well as with a trusted adult in their life. The attitude of people in authority and people woman and children come across can make an enormous difference to how children make sense of what is happening.

Many children and young people live with domestic abuse and cope with its consequences for themselves, their siblings, and their mothers, without anyone who comes into contact with

Children in Woman's Aid.

them knowing about it. Often it is only on the arrival at the refuge that children finally break the silence that has surrounded their experience.

Children and young people can find it hard to talk and for many reasons, including shame, threats of what will happen if they do tell, not wanting to leave home/split up the family, fear for their mothers life or their own life

A lack of awareness about domestic abuse and its consequences for children is one of the major reasons teachers, social workers, health visitors and other professionals fail to recognise children's experiences.

Another major factor is adults inability to hear children - to enable them to speak and to listen to what they are trying to tell use.

Why is it hard for children and young people to tell and how can we as supporting adults make it easier and safer for children to talk?

Work with children who experience domestic abuse is essential as they have a right to individual support as survivors of abuse not because they are tomorrow's abusers. One common myth about children who live with abuse is that they will automatically repeat the behaviour as adults. This denies children's need for, not to mention right to, support simply because they have been hurt or are in distress. Apart from that central point, no study has yet demonstrated that there is such a cycle. A 1987 review (Kaufman and Ziglar) of the evidence concluded that no more than 30% of those who have witnessed/experienced violence in childhood are currently abusive, and found no evidence to support the view that abused women were more likely to have witnessed violence in their childhood. Disputing this model does not mean there are no examples where experiences of abuse are present in generations of families. It is rather questioning simplistic ideas about repeating learnt behaviour as it were the same as learning a nursery rhyme. Human beings are not machines - we make sense of, place ourselves in relation to events and actions. A thinking and decision making process is involved before we act similarly or differently to events we have been witness to or experienced.

So powerful is this 'idea' though that even academics who recognise that most people do not 'repeat the cycle' refer to this as 'breaking it'. We need to ask ourselves why this notion has taken such powerful hold over public and professional thinking. It is simple. It has common sense appeal. But most importantly it excludes more challenging explanations - those which question power relations between men and women, adults and children. Breaking cycles is a much easier and safer thing to discuss than changing the structure of social relations. Children have certain rights in Law many of which are framed to protect them from abuse and neglect. However even after the United Nations Declaration on the rights of the child it appears that children's voices are not being heard. There are many examples of this; the operation of access arrangements which cause them great upset, the Child Support Agency's lack of any support for children and the continued debate about whether to believe what children say.

Children's needs and wishes can conflict with those of women but concern about this should not prevent us from addressing this issue. Supporting women helps children, but equally supporting children helps women.

As our stats have been rising steadily over the years, partly due to domestic abuse being highlighted through television, media advertising campaigns (Zero Tolerance and Scottish Office), there is a desperate need for adequate funding from statutory bodies.

Children make up two thirds of refuge residents - the majority.

Family Resource Workers will continue at local and national level to provide a quality service to families living in refuge and those using the service for information and support only. This funding allows the family resource worker to plan, organise and implement day to day work on a one to one basis small group work, and 10 weeks of playscheme activities throughout the year.

Children in Woman's Aid.

We will continue to be restricted by the lack of funding for workers and building/equipment, but we need to ensure the best possible service for children within our current resources. Fundraising has always been very laborious and time consuming, but have managed by receiving money from Children in Need, local businesses, Clydebank grants committee and donations from local schools, churches which is very much appreciated.

Providing that we receive secure and adequate funding from statutory bodies, we can continue to develop and expand this cost effective service.

We believe that changing attitudes of future generations through preventative work in nurseries, schools, colleges and training of other agencies in raising awareness in issues relating to domestic abuse, as the only way to a future where women and children in our society can live free from the threat of violence.

The family resource worker links up closely with mothers to look at the individual needs of each child or young person. At this point she explains what working with children involves and the service her and her family can expect to receive whilst living in refuge.

Listed below is just some of the day to day work carried out by the F.R.W. (not in order of priority)

- Time to welcome each child individually, resources permitting, giving them a toy, paper, crayons etc.
- Talking and listening to children's experiences of domestic abuse.
- Arranging for each child to attend local schools where possible a nursery place for children under 5 years of age.
- Information to access to health services, interest groups, youth clubs etc. In the Clydebank area.
- Planning and carrying out play sessions within refuge for different age groups.
- Preparing sessions outwith refuge, swimming, cinema, walk to local parks etc.
- One to one work with children who may be experiencing difficulties and offer support.

Children in Woman's Aid.

- Small group work Creating a safe environment for them to discuss their feelings and support for each other.
- Holding children's meetings to talk about refuge rules i.e. why women only, no violence etc and input from them about future play sessions.
- Working with women and children on a range of matters; difficulties in parent - child relationship, non violent discipline of children.
- Identifying and building resources re anti-discriminatory work with children.
- Supporting women and children at Social Work Department, case reviews.
- Liaison with local schools re domestic abuse, confidentiality and security of children living in refuge who attend their local schools.
- Attending Scottish Woman's Aid National Children's Meetings and S.W.A. Policy and Development Group meetings.
- Planning Easter, Summer, October and Christmas playschemes.
- Fund-raising applications.
- Attending community based meetings
- Training on all issues relating to children by outside agencies and internally by S.W.A.

TRAINING

CWA's TRAINING COVERS THREE AREAS:

Unpaid workers / understanding abuse - As all women's aid groups depend on the work of committed unpaid workers, we have to organise regular training programmes on the work of women's aid. this takes place over three weekends and consists of the following:

- Understanding abuse
- Counselling
- Collective working
- Racism awareness
- Sexuality
- Confidentiality
- Working with children
- Getting involved

After this there is a three month probationary period as unpaid workers share in all aspects of the work and in the policy and decision making of the project. (See attached programme).

There are also many on-going internal training courses in order that workers can improve and update their skills and knowledge e.g.:

- Benefits
- Homeless legislation
- Legal changes
- Counselling
- CSA
- Racism / law relating to immigration
- HIV / AIDS
- Training skills methods
- Housing benefit
- Government reorganisation
- Contracts
- Issues re: children (See FRW's report)

2. External / Training from other agencies and groups:

We attend training events organised by outside agencies e.g.:

- Women's Support Project
- Castlemilk Law Centre
- Women's Centre for Health
- Legal Services Agency etc.

CWA undertake training for other agencies SWA have recently produced a Training for Trainers Pack in conjunction with Strathclyde Regional Council. This will be used to train outside agencies such as Social Work, Housing, Police, Community Education and other statutory bodies to train their own staff on the issues relating to domestic violence.

We also undertake training with Colleges, Schools, Community Groups on the service we provide, as well as providing stalls and speakers for various groups and events.

Through SWA Training Policy and Development Group and Training Office we have devised packs on incest, funding, as well as packs mentioned earlier. We have recently had a day looking at Schools training sharing information and experiences on work within Schools.

As a result of being involved in this way a varied number of leaflets are available for all agencies, Police, Schools Work, G.P's, Health Visitors, Housing etc.

3. Students - we are contacted by students on various courses at schools, colleges and universities who are undertaking projects or research into domestic violence.

We also have students on placement from Social Work / Care Community Education who welcome the breadth and depth of work undertaken by Women's Aid.

Need for a Training Budget - As mentioned earlier we depend on a strong commitment from unpaid workers therefore because of the experience, skills and knowledge gained by women they move on to paid work within the network or other projects or leave to take up further education or vocational training in the Social Care / Work field.

CLYDEBANK WOMEN'S AID

UNPAID WORKER TRAINING Sample Programme

Day 1

10.00	Welcome and introductions
10.30	Introduction to Women's Aid
11.20	Understanding abuse
12.20	Lunch
13.30	Understanding abuse (cont.)
16.20	Evaluation and ending
17.00	Finish

Day 2

10.00	Welcome and outline of day
10.20	Introduction to counselling
12.40	Lunch
13.45	Counselling skills
16.30	Evaluation and ending
17.00	Finish

Day 3

10.00	Welcome and outline of day
10.15	Sexuality / Homophobia Awareness
13.00	Lunch
14.00	Collective working
16.45	Evaluation and ending
17.00	Finish

Day 4

10.00	Welcome and outline of day
10.20	Racism awareness
13.00	Lunch
14.00	Racism awareness (cont.)
15.30	Confidentiality
16.45	Evaluation and ending
17.00	Finish

Day 5

10.00	Welcome and outline of morning
10.20	Working with children
13.00	Lunch
14.00	Getting involved in GWA
16.00	Evaluation and ending
17.00	Finish

ZERO TOLERANCE.

Women's Aid both locally and nationally welcomed and supported the Zero Tolerance campaign which was launched in Edinburgh in 1992. Later in 1994 support and funding for a Strathclyde wide campaign initiated by Strathclyde Regional Council in partnership with District Councils, Health Boards, Women's organisations and other agencies. Both Clydebank and Dumbarton councils agreed to back this project and contributed financially.

In preparation for these projects, organisations such as Women's Aid and Rape Crisis were consulted and recognition given to the fact that they were a valuable source to research the issues around male violence, given the years of experience of direct work with abused women, and the campaigns awareness raising work done in the previous years by these groups.

The aims of the campaigns were:

1. To inform people about the nature and extent of the problem of violence against women.
2. To challenge the myths surrounding the issue of male violence.
3. Send out a clear signal that crimes of violence against women and children were unacceptable.

As a result of Zero Tolerance more women and children are challenging abuse in their lives and consequently contacting agencies which provide relevant information, support and /or accommodation regarding all forms of male violence. Women, who make the courageous step to seek help deserve to have access to experienced and well trained support workers, adequate counselling services and accommodation, if required, to enable them (and their children, if any) to live free from abuse.

Recent changes in housing legislation, DSS legislation and Legal Aid, coupled with the growing discriminatory attitude towards single parent families in general, are just a few of the stumbling blocks which women may have to face.

Women's Aid is the only organisation working specifically on the issue of Domestic Violence, both by working directly with women experiencing abuse and by providing training to schools, colleges, nurseries, workplaces and other organisations and interested individuals. A long standing commitment within our organisation to be informed by service users, has given us a clear understanding of the service provision required and the many issues related to abuse of women, in particular around Domestic Violence. Clydebank Women's Aid has been providing this service locally since 1981.

Zero Tolerance was inspired by a Canadian initiative which the Government there launched in 1991. In Canada awareness raising was seen as part of a strategy which included adequate funding for support services and law enforcement initiatives.

The Ontario Government's total expenditure on violence against women in 1991/92 amounted to almost 90 million dollars.

Some women and children may feel that they have been actively encouraged by campaigns such as Zero Tolerance not to accept abuse in their lives, and therefore, it should be seen as a responsibility by all who support such campaigns to also support adequate funding for service providers.

West Dunbartonshire Council affiliated to Zero Tolerance in 1997 and CWA expect to see a further increase in referrals with, again, no increase in resources. The enclosed stats show the increase the last time the campaign was run locally.

RESOURCES

In Scotland, there is a considerable contrast in the resources made available to women and children who have suffered abuse from violent men, and those made available to work with violent men.

Clackmanan Women's Aid supported 543 women and 1,086 children from a total income of £80,964. They have 9 refuge spaces.

Falkirk Women's Aid supported 2,167 women and 534 children from a total income of £34,972. They have no refuge spaces.

Stirling Women's Aid supported 602 women and 1,004 children from a total income of £80,590. They have 7 refuge spaces.

The Change Project, which works with male abusers, gained £108,699 for one year. Their annual 1992/93 Annual Report does not give the number of men supported but it does state that approximately 40 men have been offered their services in the past 3 years.

Proportionally, these Women's Aid groups have £43 per woman or child while the Change Project has £8,152 per man. Each individual abusive man receives 1900% more than each individual abused woman or her child.

REPORT OF THE AUDITORS TO THE MEMBERS OF

CLYDEBANK WOMENS AID

We have audited the financial statements on pages 4 to 8 which have been prepared under the accounting policies set out on page 4.

Respective responsibilities of directors and auditors

As described on page 2 the committee are responsible for the preparation of financial statements. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the committee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the association's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements and have been properly prepared in accordance with the Law Reform (Miscellaneous Provisions) (Scotland) Act 1990 and the Charities Accounts (Scotland) Regulations 1992 and give a true and fair view of the state of the association's affairs at 31 March 1997 and of its financial transactions for the year then ended.

REGISTERED AUDITORS
CHARTERED ACCOUNTANTS
GLASGOW

14 November 1997

CLYDEBANK WOMENS AID

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 1997

	£	1997 £	£	1996 £
Income:				
W.D.D.C				
C.D.C Grant		60,590		37,090
Rents received		-		21,000
Donation		17,552		20,381
Interest received		2,288		679
		373		462
		<hr/>		<hr/>
		80,803		79,612
Expenditure:				
Wages and salaries	60,651		52,803	
Rent rates and insurance	3,276		3,055	
Heat and light	4,590		2,450	
Telephone	2,380		2,399	
Household sundries/repair	3,143		2,271	
Travel expenses	629		1,073	
Volunteers expenses	306		481	
Training expenses	1,750		952	
Subscriptions	649		553	
Conference fees	566		-	
Cash for kids	82		-	
Playscheme expenses	-		16	
Post stationery and office	958		1,314	
Office equipment	404		1,495	
Audit and accountancy	823		764	
Cleaning	1,130		1,186	
Sundry expenses	479		563	
	<hr/>		<hr/>	
		81,816		71,375
		<hr/>		<hr/>
Deficit for the year		(1,013)		8,237
		=====		=====

CLYDEBANK WOMENS AID

BALANCE SHEET AT 31 MARCH 1997

	Note	£	1997 £	£	1996 £
Current assets					
Debtors and prepaid charges	3	1,240		1,107	
Cash at bank and in hand		4,032		4,500	
		5,272		5,607	
Creditors: amounts falling due within one year	4	(1,895)		(1,217)	
Net current assets			3,377		4,390
			=====		=====
Represented by:					
Reserves					
Surplus at 31 March 1997	5		3,377		4,390
			=====		=====

The financial statements were approved by the Committee on
14 November 1997.

Project Administrator

✓
P.A. *A Ryan*

The accompanying accounting policies and notes form an integral part of
these financial statements.

CONCLUSION.

At the inaugural meeting of West Dunbartonshire Council a motion was passed that the Council would support both Women's Aid groups in the area.

We would request, therefore, that both Women's Aid groups are granted secure and permanent funding commensurate with the service provided by both Clydebank Women's Aid and Dumbarton District Women's Aid.

"I am very grateful for all the support and help you have given me "
'C' Clydebank.

"Thank you from the bottom of my heart for all the help, support and advice I received from everyone in the group"
'K.' Clydebank

"I think you all do a great job and I just want to say thank you very much"
'L' Clydebank

"The things I like best about being in refuge are the playroom, the workers, in fact everything"
'D.' Aged 14.

"What we liked best about being in refuge are the trips, the parties and the back court"
'S.' & 'L.' aged 10 & 9

"Thank you for making it possible for me to make a new life for me and my son"
'K.' Clydebank

"I would have been dead without Women's Aid"
'A' Clydebank