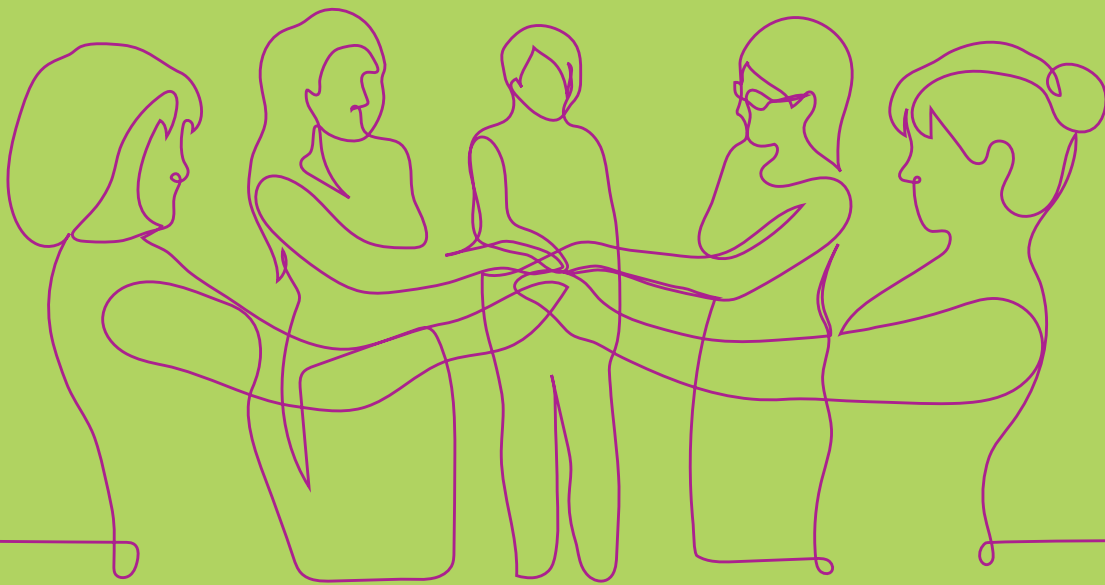


“

**SAY Women feels like I have a family, I have someone to talk to, support me and give me help when I need it and that makes me feel safe.**



”

**Annual Report**  
**2024-2025**



**SAY Women delivers a unique, high quality service to our young women. They tell us that SAY Women is a safe place and feels like a family. They know that they are not alone and feel able to talk about what has happened to them, often for the first time. Our goal is to empower our young women to speak up for themselves and lead happy, fulfilled lives.**

That empowerment includes involving our young women in all major decision-making processes in our organisation. This has included consulting with them, as well as staff, on our new strategy for the next five years; including them in the interview process for our new CEO; and forming a Leadership Group of young women to give their feedback and ideas for our services.

This year has seen several personnel changes, a new management structure and the introduction of the Behaviours Framework, our code of practice underpinning all of our interactions. It has been a period of change and we thank our staff for navigating this change with grace, dedication and a deep commitment to the young women at the heart of our work. The change continues into next year with the retirement of our CEO, Pam Hunter. We are grateful to Pam for all her hard work and dedication over the last seven years at SAY Women, leaving us in the best place possible for current Services Manager, Bryony Foster, to take over in July.

Work to convert the shared flat into two single flats by SHA was completed, with SAY Women receiving the keys in September 2024 and welcoming the first tenants in October. We were able to furnish the flats with help from funds provided by The Morrisons Fund.

We are excited to have secured funding from Triangle Trust to employ a part time Criminal Justice Worker, an area in which we have been keen to strengthen our support. This worker started in January and is supporting our young women who are going through the justice system, as well as forging closer links with justice services and prisons. We are also awaiting a decision of funding for a dedicated Health Improvement Worker to help young women access and advocate for themselves in health services.

Our social media presence has been enhanced by the employment of a Social Media Worker through the Glasgow Chamber of Commerce Paid Work Placement Scheme. She has had a huge impact on raising awareness of SAY Women in the wider community, as well as vastly increasing our followers and reach on social media platforms.

All of this work this year has built on our strengths to provide the best service we can for our young women. Moving forward, we feel we have a team with a better organisational structure to provide a consistent, high quality service for our young women, supporting and nurturing them to fulfil their potential.



**SAY Women feels like I have a family, I have someone to talk to, support me and give me help when I need it and that makes me feel safe.**



# Accommodation

**Short-term, semi-supported accommodation in individual flats, giving homeless young survivors a safe home and support to start dealing with their trauma.**

- 11** young women supported
- 5** young women new to the service
- 4** young women exited:
- 3** into own tenancy
- 1** moved in with boyfriend
- 0** returned to homelessness

“

**This is the first place I felt safe.**

**SAY Women have saved my life. I was hospitalised many times trying to die. I walked in one day and they helped.**

”





# Accommodation Case Study

This young woman moved into SAY Women Accommodation at 16. She suffered years of sexual abuse from her brother within the family home. When she disclosed the abuse to her family she received mixed opinions with little to no support. Her mother struggled to come to terms with the disclosure, leaving her with no option but to leave the family home.

Her sister was given kinship care of her and she moved into her flat. However, they were unable to cope – rent and bills were unpaid, there was no food and the young woman was being left alone for days at a time. She was sexually assaulted in the flat by a male visitor. She was referred to SAY Women by an external organisation.

When she arrived at our accommodation she had no clothes or money. She was supported to make a benefit application and moved into our fully furnished flat.

She was known to self-harm when feeling overwhelmed and this could make her feel suicidal. She self-medicated, using drugs and alcohol to cope with her trauma. Staff supported her to seek help from specialist services to deal with her drug and alcohol use, and she showed great insight into the reasons she used substances to help her cope.

During her time at Accommodation, her court case against her brother went ahead. She had to give evidence and listen to the intricate details of her abuse, and her past trauma resurfaced.

She spoke to her Key Worker about the effects the abuse had on all areas of her life. Her 1:1 sessions helped make sense of her emotions, low self-esteem and lack of sense of identity. She was also supported to maintain structure in her life, keeping her flat clean, maintaining personal hygiene and keeping external appointments.

Her mental state fluctuated, but she showed great strength and willingness to give herself the life she deserves.

She engaged in 1:1 sessions, joined activities and committed to health and wellbeing sessions. She does not stay down for long and can pick herself back up with encouragement.

---

**Due to the housing crisis it took almost two years to find her a flat. She now has a permanent tenancy, giving her independence and a safe place she feels is home.**

---

She has built friendships in the community and hopes to go back to college once she has settled in. Staff supported her move into her new home and she will continue to receive support from SAY Women, as she knows that her trauma will take time to be manageable for her.

A SAY Women flat



“

**The support I received from SAY Women has saved my life. My dream is to secure a job that does the same for another young woman one day.**

”

# Sessional Activities

Activities to help young women gain practical and emotional skills.

Supported **8** young women

In February we were excited to welcome the Equalities Minister Kaukab Stewart to the SAY Women offices, where she publicly announced an increase to this vital fund.

## Outcomes:

- More resilience: reduction in self-harm and substance abuse, better mental and physical health, reduced poverty.
- Reduction in challenging behaviours that can lead to homelessness.
- Better able to cope with depression and negative thoughts.
- Better able to move on to reconnection with the wider community.

## Sessional Activities included:

- Cooking
- Crafts
- Movie Nights/Cinema Trips
- Exercise
- Eating Out
- Pamper Nights



**Cooking:**  
"I have never been able to make a meal before."

**Pamper night:**  
"I can sleep better after this."



# Tenancy Sustainment for Survivors and Substance Use Support Service

Our partnership services with Renfrewshire Council and Glasgow Council on Alcohol both ended in this period. We are grateful to have been able to provide our expertise in supporting survivors of sexual violence with these specific needs. We continue to provide this support through group work delivery to our Service Users and in external agencies, such as Aspire, Foursquare and Blue Triangle.





# Emotional Support

One-to-one support sessions involving initial Crisis Resource sessions to establish safety, progressing to Resource Keywork sessions to process emotions related to abuse and work through the issues young women face.

- 38** young women in Resource Service
- 25** referrals:
- 11** self-referrals
- 14** by agencies/third party
- 1,080** hours of support
- 15** young women in crisis support
- 3** planned exits
- 4** exits young women's own decision



## Case study

This young woman has been attending sessions for 5 months. She felt exhausted from nightmares and flashbacks of the abuse she had experienced, and was often unable to leave the house due to anxiety and lack of motivation. Her diet was poor and she had stopped exercising. She was worried about being evicted as she struggled to pay her rent on time due to memory issues and difficulty concentrating, compounded by her autism. She had struggled with drug use and was consuming a considerable amount of alcohol on weekends.

Her Key Worker supported her to develop a bedtime routine to address nightmares, using sensory aids and techniques based on Cognitive

Behavioural Therapy (CBT). They addressed her self-blame, self-criticism and self-esteem, and had in-depth discussions about her past abuse and its impact on her current relationships. She now realises that the abuse was not her fault and acknowledges that she was a vulnerable child. Her feelings moved from sadness to anger, and she explored her feelings about seeing the perpetrator living without consequences while she struggles to rebuild her life.

Her Worker also helped her with practical issues such as stopping medication, having challenging conversations with her mother and recognising the importance of setting boundaries.

She has now secured a job that she enjoys and is spending more time with her friends, doing activities she previously couldn't do due to anxiety. Her nightmares have decreased and she enjoys living alone and having her own space, with support from some incredibly caring friends. She is better at establishing boundaries with others, realising that many individuals in her life were exploiting her in some way, and has distanced herself from relationships where she does not feel valued, respected or considered.

She was able to discuss something very difficult, where she became quite emotional: **"I've never been able to tell anyone this before, it feels good to finally speak about it"**

# Outcomes

**Sunscale Evaluations:** Young women rate their progress from 1 (worst) to 10 (best) in the SAY Women outcomes and their own chosen topics.

SAY Women Outcomes



% Improvement

- Physical Safety 53
- Emotional Safety 35
- Power & Control 50
- Sense of Identity 24
- Understanding of Abuse 25

43% Overall Average Improvement

Some Young Women Outcomes



% Improvement

- Anger 50
  - Being truthful about my feelings 70
  - Know my emotions 70
  - Managing moods 60
  - Self care 70
- Eating well 50
  - Health and wellbeing 80
  - Blame & guilt 70
  - Flashbacks 60
  - Self esteem 60
  - Interests & hobbies 80

52% Overall Average Improvement

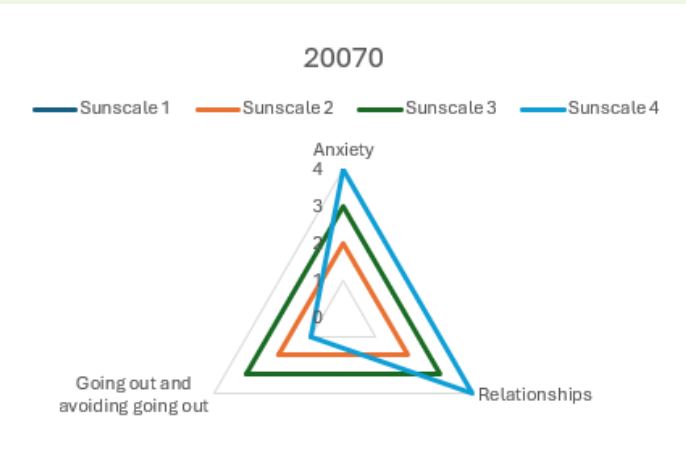
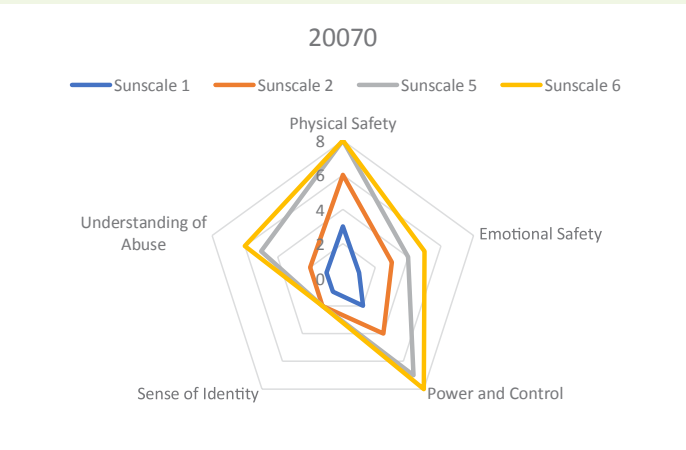
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I was given a safe environment at SAY Women... staff who knew how to help me and gave me a lot of support to move forward and start reclaiming my life.

They helped me to understand what happened and that I was not at fault. I also met other people that survived similar abuse and I didn't feel so alone.

”

These charts show the progress made by a young woman over time with work done in 1:1 Emotional Support





# Group Work

**Providing a safe place to practice tools gained in 1:1 emotional support, along with peer support, self-care, emotional growth and making connections.**

**71** group sessions

**225** engagements in groups

## Outcomes:

- Improved confidence
- Improved well-being
- Improved view of self
- Reduced social isolation
- Reduced the social stigma of sexual violence
- Provided the group with a platform for their voices to be heard

## Sessions included:

- Drop In sessions
- Establishing Safety
- Art, Activism and Making
- Sculpting Group
- Nourish Group
- Brunch Club
- Green Spaces
- Residential
- Tenancy Sustainment For Survivors

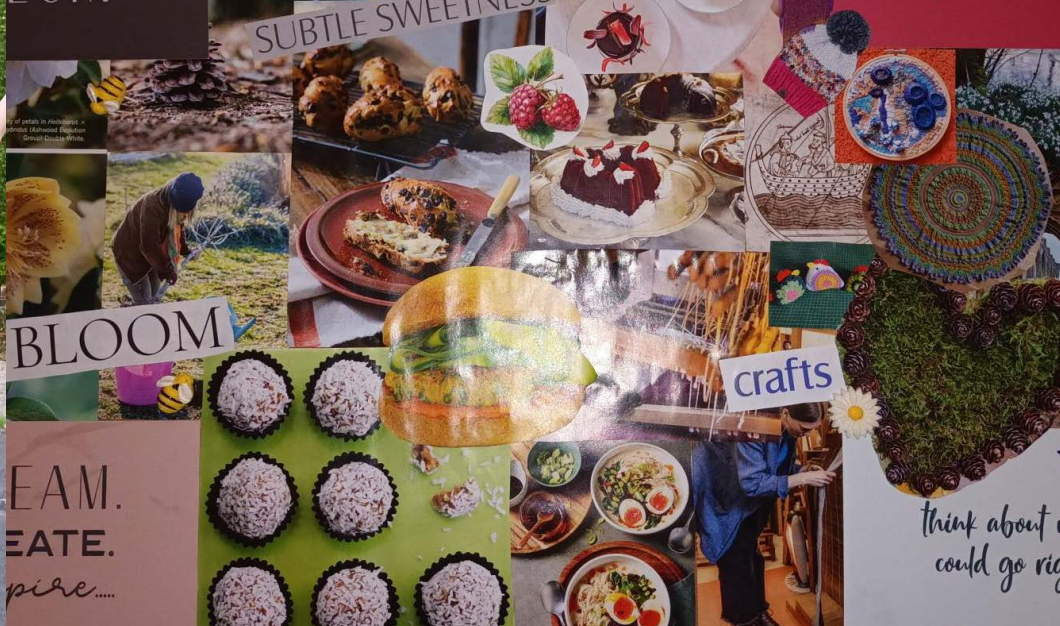
“

**SAY Women feels like I have a family, I have someone to talk to, support me and give me help when I need it and that makes me feel safe.**

”







“

It [Group] took me out of my comfort zone with meeting new people but everyone was very welcoming and friendly.

At group, I meet other young women who I know are in the same boat as me. Even though I don't know their story, because they are at SAY I know we all have something in common, this helped me realise I am not alone... really helped me to feel less isolated.

”





# Community Connector

**Supporting young women coming to the end of their recovery journey with SAY Women.**

**21** young women supported

**71** group sessions

**228** engagements in group

## **Key Developments and Partnerships:**

- > Morgan Stanley – CV writing, interview skills.
- > Community Engagement and Activism
- > Let's Connect Hub with Shettleston Community Growing Project (SCGP)
- > Skills Development and Volunteering – in partnership with:
  - > Tollcross Learning & Advice Centre
  - > Fuse Youth Services
  - > John Wheatley College at Fuse
- > Wellbeing Programme

## **Outcomes:**

**2** young women gained employment as a result of the Morgan Stanley CV workshops.

**5** young women are due to complete accredited Food Hygiene and First Aid training at Tollcross Learning & Advice Centre.

**1** young women will soon begin a beauty course delivered by John Wheatley College at Fuse.



“

**I never knew there were so many different things in the community that I can access.**

**Self care circle was the first time I didn't have noise in my head.**

**I don't feel isolated and have things to do.**

”





# Training

Delivering training to a wide range of professionals whose day-to-day work involves contact with young women who may have experienced abuse.

- 330** participants
- 32** full day sessions
- 15** half day sessions
- 6** skill-based workshops

## Participants:

- 22%** Public Sector
- 14%** NHS/Health Care
- 61%** Voluntary/Community Sector
- 3%** Other

## Additional General Awareness sessions delivered:

- 1** open online sessions during 16 Days of Activism
- 1** Input to Shettleston Community Police
- 4** Inputs to Fuse

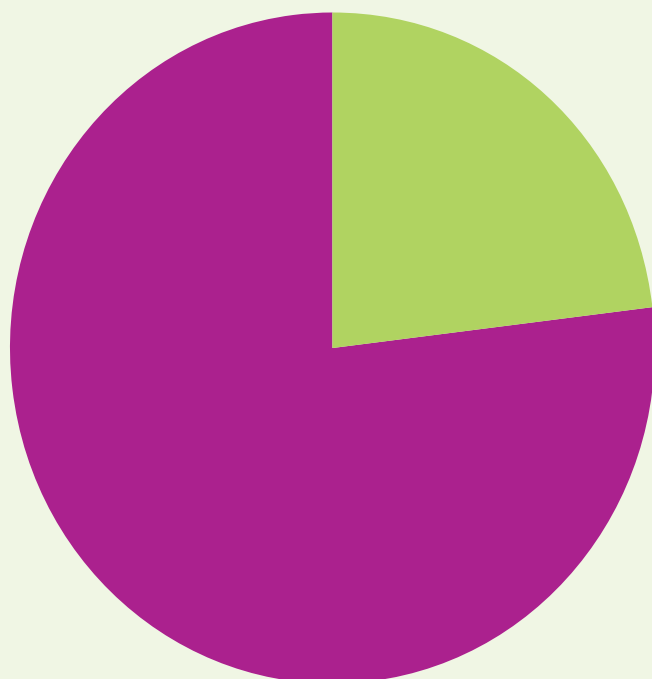
## Our training includes:

- > CSA & the links to Housing and Homelessness
- > Supporting Disclosure of CSA
- > Working with Self-Harm
- > Understanding Gender-Based Violence
- > Staff Induction Training and Skills Development Training

## Delivered training to organisations including:

- > West of Scotland Housing Association
- > University of Glasgow
- > Maryhill Housing Association
- > Aspire
- > Health & Social Care Alliance
- > Glasgow Women's Aid
- > Homeless Network Scotland
- > Glasgow Caledonian University

# Finance & Funding



Trusts & Foundations	£245,410
Government	£530,881

Donations & Legacies	£14,837
Grants	£776,291
Earned/Other	£4,152
Total Income	£795,280
Total Expenditure	£792,101

# The Board and HR

## Trustees

**Chair:** Samantha Barnett

**Vice Chair:** Sandra Bonilla

**Treasurer:** Donna Henderson

**Secretary:** Pam Hunter

Margaret Ann O'Connell

Lorna Ann Kettles

Lynne Mckenzie-Juetten

Carolyne Mitchel (joined 3/9/24)

Lindsey Henderson (joined 6/1/25)

Celia Mourier (joined 6/1/25)

Margaret Black (joined 1/3/25)

Donna Marie Liddle (left 3/12/24)

Fi Grimmond Mailley (left 8/9/24)

Laura Kelly Dunlop (left 24/1/25)

## Senior Staff

**CEO:** Pam Hunter

**Services Manager:** Zoe Taylor

(left 31/12/24)

**Services Manager:**

Bryony Foster (started 18/6/24)

**Accommodation Manager:**

Michele Selby (left 12/7/24)

**Accommodation Manager:**

Emma Gibson (started 21/10/24)

**Office Manager:** Paula Morton

**Finance Manager:** Lorraine Taylor

## Total Staff Team

5 Full Time

15 Part Time



# Funders

**With thanks to our Funders and to everyone who has donated and fundraised for us over the last year.**



📍 3rd Floor, 30 Bell Street, Glasgow G1 1LG  
 📞 Tel: 0141 552 5803  
 ✉ Email: [enquiries@say-women.co.uk](mailto:enquiries@say-women.co.uk)

🌐 Finance and Funding  
 📘 SAY Women  
 📷 say-women

Charity number SC016526; Company number SC245431