

Annual Impact Report 2022

**Listening.
Believing.
Supporting.
Empowering.**



Women's Aid

Women's Aid would like to acknowledge
the support of our statutory funders



An Roinn Dlí agus Cirt
Department of Justice



Rialtas na hÉireann
Government of Ireland

Contents

Kasia's Story	2
About Women's Aid	4
Chairperson's Welcome	10
CEO's Introduction	12
2022 Summary	16
Strategic priority 1 is Creating Social Equality	26
Strategic Priority 2 is Building and Nurturing Effective Partnerships	58
Strategic Priority 3 is Strengthening Capability and Expertise	62
Hope for the Future	72
Finance and Governance	74

Kasia's Story



“I met Brian* shortly after I arrived in Ireland. He was handsome and so kind, romantic and attentive. I felt so special and protected. At that time, I had very little English. But we both worked hard and we made a home. Everything was going well. In the beginning, he was the perfect partner. Then I became pregnant and it was like he turned a dimmer switch. Everything began to get darker. I think he suddenly felt ‘Now I own you.’

Bit by bit, over the years, he crossed every personal boundary I had. Mental, physical, sexual, social. He was jealous and suspicious. He made me leave my job. He shamed me on social media in my role as a mother. He stopped me from studying. He monitored my phone and my movements. He worked in a bank. And I didn't have a bank account. He gave me a tiny budget to pay for the children's needs. We were living in poverty while he was leading a care-free social lifestyle.

It was a vicious cycle

He would erupt in fury and violence over nothing. His dinner. The ironing. Sex. He would storm out. Then he'd return in a few days and 'forgive me' – as if I was the abuser. It was a vicious cycle. One time I was very ill and had to go to hospital. He behaved like he was my guardian angel in front of the medical staff. But on the way home he told me my life wasn't worth the hospital fee. He jumped between these roles. My accuser and abuser, in private. My rescuer and protector, in public. And the cycle would start again.

Then one terrifying night, he tried to strangle me. I thought 'This is it – maybe it's better I die now.' My lovely dog Fred jumped on him and gave me precious seconds to run. And that was the night I first phoned the Women's Aid helpline. I remember those early secret phone calls. I just cried and cried. But the kind woman listened. It felt like she was taking my burden. She said Women's Aid would be there whenever I needed them.

Women's Aid gave me a map of hope

Women's Aid gave me a map of hope. They held my hand and helped me walk to freedom and safety. They provided real, practical support. I began to see the reality of the life I was in and that it wasn't my fault. We discussed a safety plan, an escape route. I got financial help. I got legal help. I escaped because of a mixture of bravery and desperation. And most importantly, with the support of the amazing services of Women's Aid.

Since then, I have done a degree in college. And recently, Women's Aid invited me to do a great course called The Power to Change. Well, the power worked – it changed my life. I thought I was alone. But I have learned that my story is the hidden story of thousands of women in Ireland. And I am living proof that Women's Aid really does make a life-changing difference.”

** Names changed to protect identity.*

**Every 5 minutes,
someone like Kasia
reaches out to Women's
Aid for information
and support.**

What we do

Our Purpose

Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse including coercive control, in Ireland since 1974.

We do this by:

- advocating, influencing, training, and campaigning for effective responses to reduce the scale and impacts of domestic abuse on women and children in Ireland
- and*
- providing high quality, specialised, integrated, support services.

Our Vision

Women's Aid's vision is an equal Ireland, with zero tolerance of domestic abuse and all other forms of violence against women.

Our Values

Courage

Cooperation

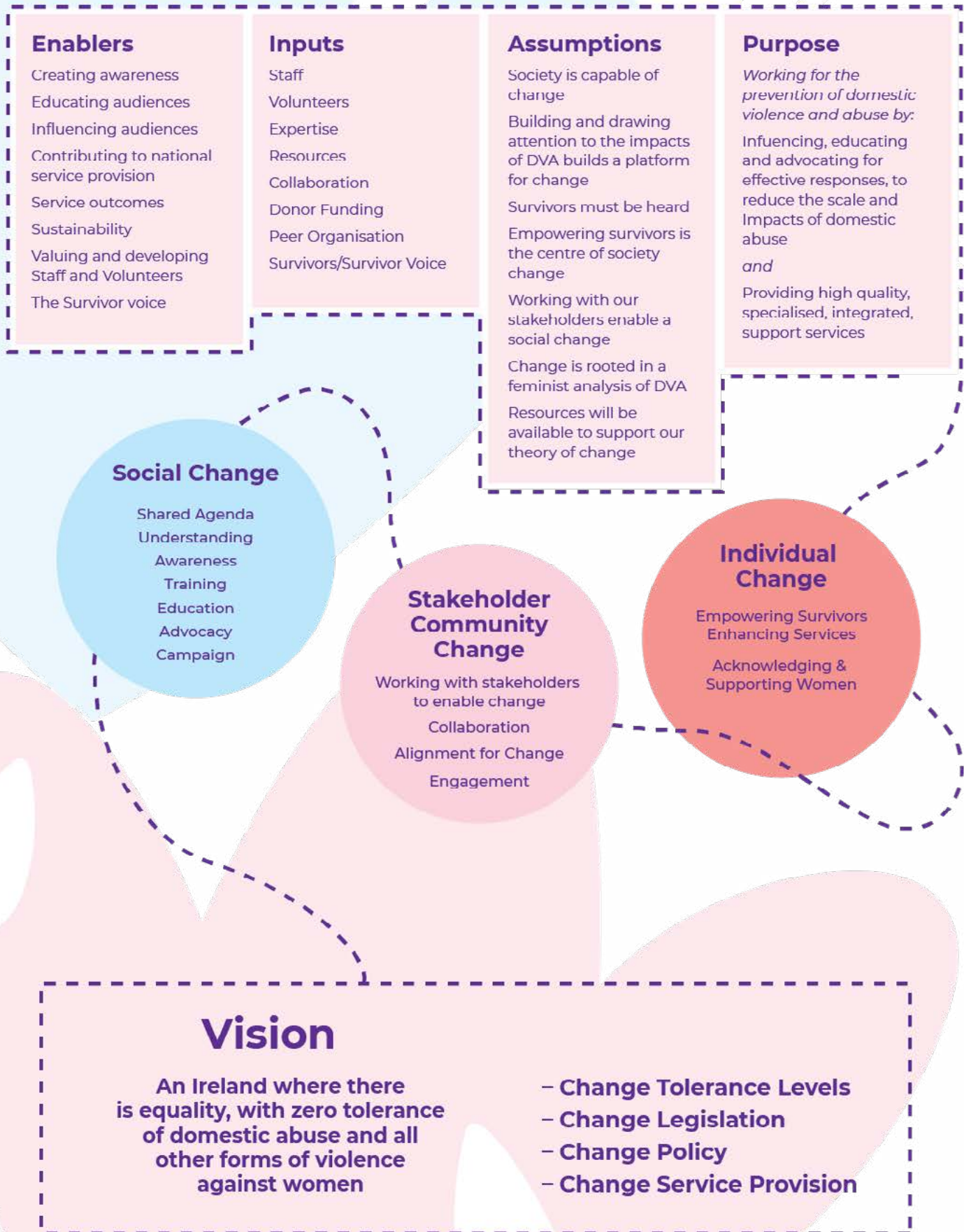
Empowerment

Equality

Inclusivity

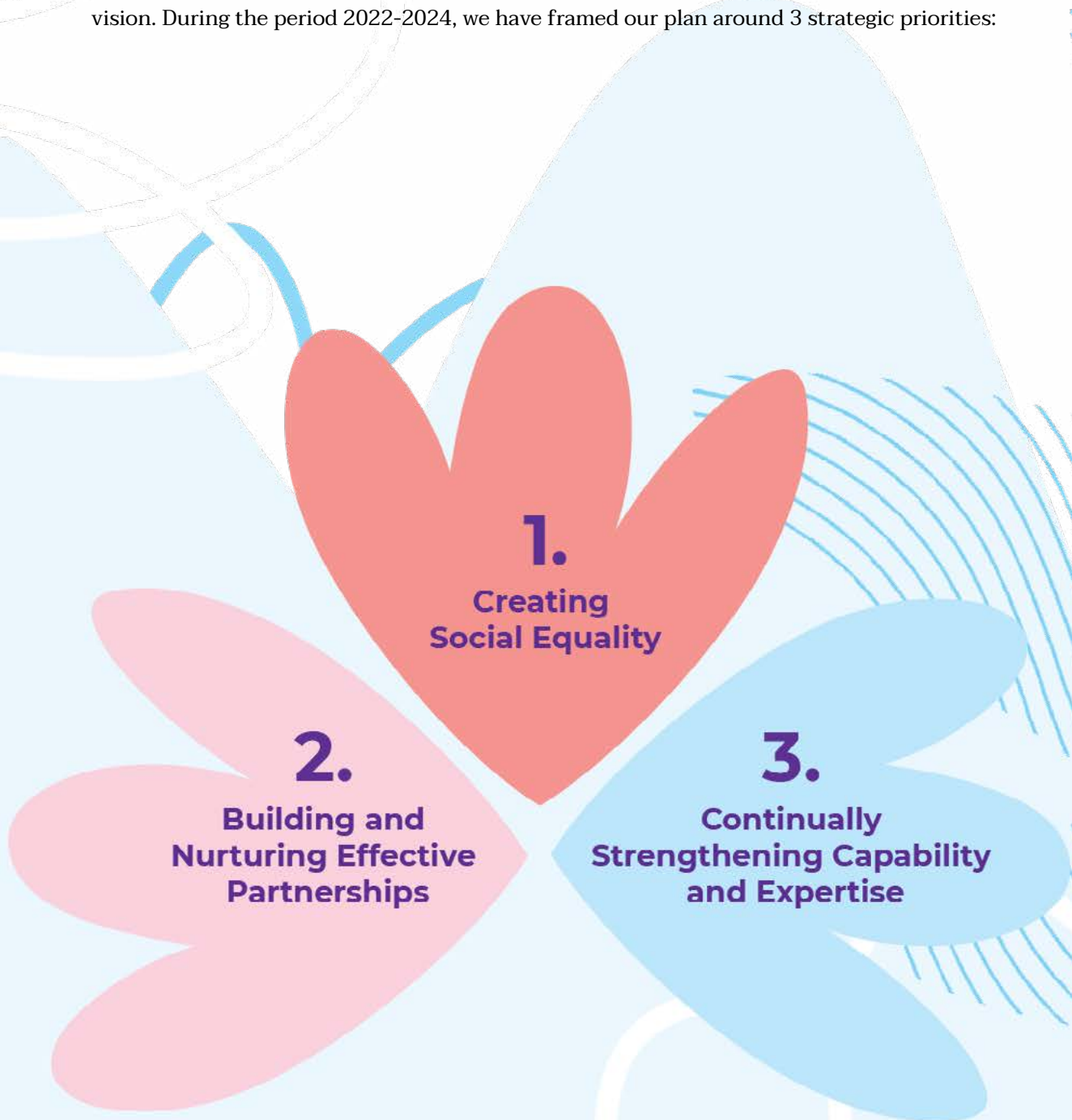
Change

Our Theory of Change

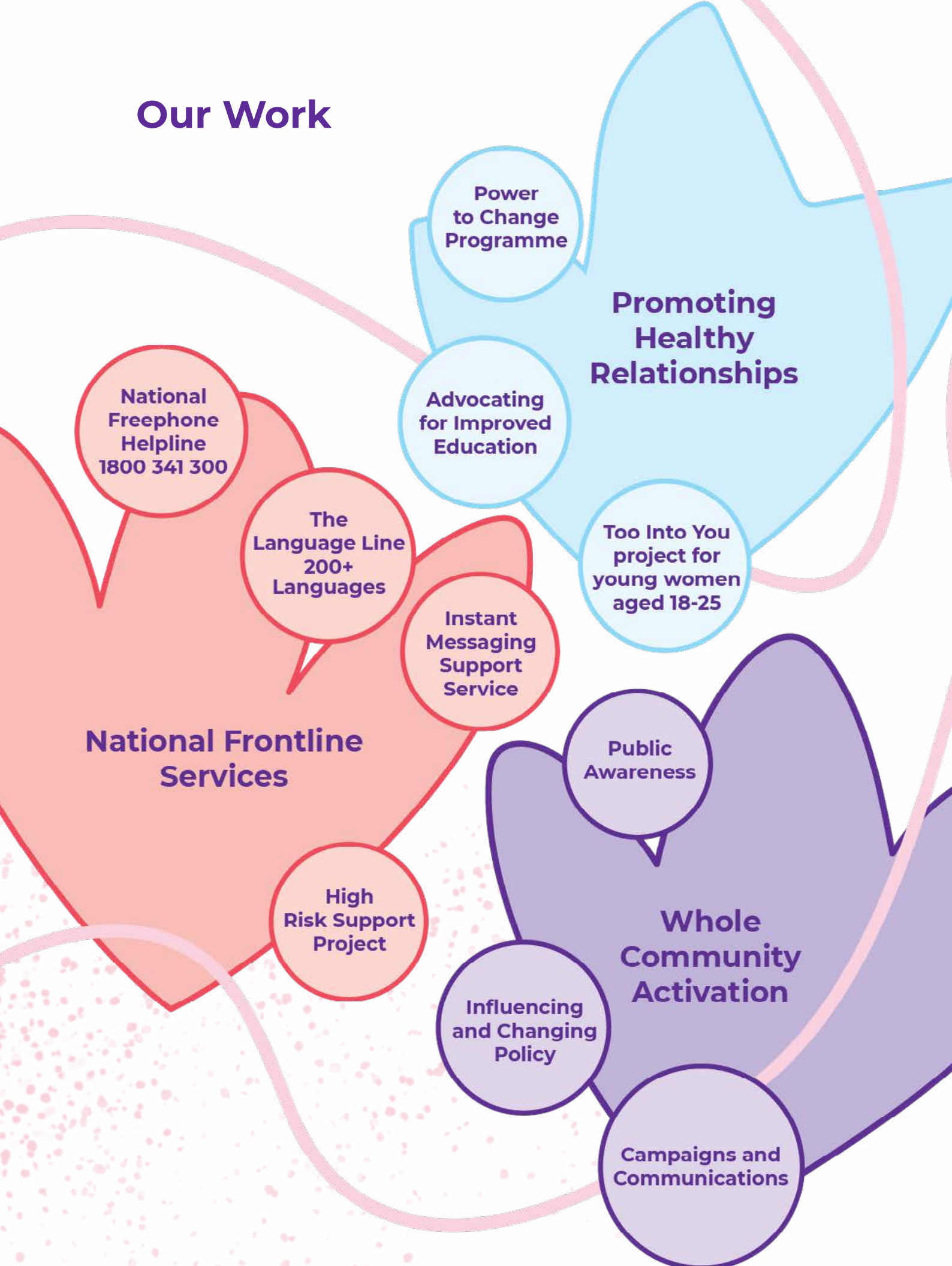


Our Strategic Priorities

Our strategic priorities are based on a strong dedication to the women we serve and an unwavering focus on bringing about the social changes in Ireland that will deliver our vision. During the period 2022-2024, we have framed our plan around 3 strategic priorities:



Our Work



Promoting Healthy Relationships

Power to Change Programme

Advocating for Improved Education

Too Into You project for young women aged 18-25

National Frontline Services

National Freephone Helpline
1800 341 300

The Language Line
200+ Languages

Instant Messaging Support Service

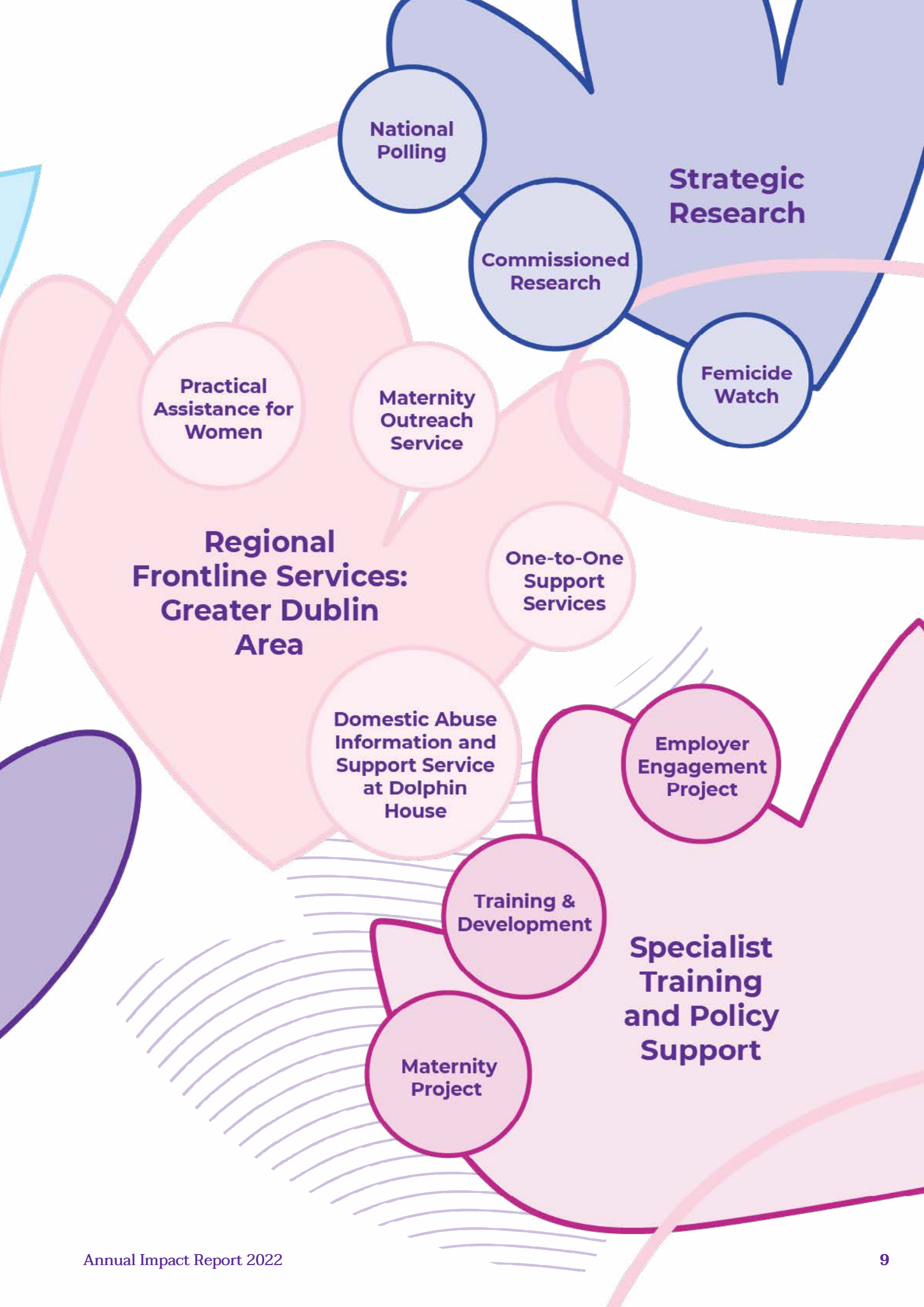
High Risk Support Project

Whole Community Activation

Public Awareness

Influencing and Changing Policy

Campaigns and Communications



Chairperson's Welcome



I am delighted to welcome all readers to the 2022 Annual Impact Report from Women's Aid. The year 2022 in Ireland began in sorrow with a public shockwave of grief and anger at the killing of Ashling Murphy. By the end of the year a total of 12 women's lives were lost through violence. 12 women whose boundless potential has been cruelly denied; 12 families and communities devastated by the scourge of femicide. It is because the stakes are so high that the work of Women's Aid remains. As we try to prevent violence against women in Ireland and protect those in need.

In the year past we have witnessed a significant roll back on women's rights globally, with domestic violence remaining alarmingly prevalent across the globe, including here in Ireland. It is an undeniable fact that, at this very moment, there are many thousands of women and children living in constant fear. One in four women in Ireland have experienced domestic abuse from a current or former partner.

Gender Based Violence as a weapon of war

At least one in three, or up to one billion women have been beaten, coerced into sex, or otherwise abused in their lifetime. With the onset of the Russian War in Ukraine in February 2022, we witnessed gender based violence being used as a weapon of war, the scale of which may never be fully realised. In other countries, laws and policies are riding roughshod over women's reproductive rights, and bodily autonomy.

I am proud to be a part of Women's Aid, which exists to create an equal Ireland with zero tolerance of domestic abuse, and all forms of violence against women. Women's Aid have been working for almost 50 years to protect and support women and children subjected to domestic violence and abuse, and to improve social responses to combat this scourge. This Annual Impact Report 2022, gives us important insights into the lived experiences of the women we support, as well as the critical work that Women's Aid conducts to help make Ireland a safer and fairer place to live.

In 2022, the global Covid-19 pandemic lessened, however, the pressures felt as a result of inflation presented challenges to women subjected to fear and abuse in their own homes. Women's Aid continued to innovate and adapt to meet women's needs in these desperately acute circumstances. I want to thank our incredible staff, volunteers and my fellow highly dedicated Board members for their tireless work.

I also want to thank all our partners in the community and voluntary, private and statutory sectors, who collaborated with us in 2022, to progress a concerted whole community response to domestic violence and abuse.

Thank you to our incredible funders, donors and supporters

As an organisation that relies on a combination of statutory funding and significant fundraising to ensure we operate, and innovate, I want to thank our funders in the Department of Justice, Tusla and Pobal, and our many incredible donors for this support which is vital to enable us to uniquely combine our frontline services and direct support to women with social change advocacy, specialist training, strategic research and campaigning to great effect.

It ensured that all Women's Aid vital services could continue. We were able to offer women and their children direct practical assistance like never before. We have also been able to plan and develop a range of new and innovative projects to help increase our positive impact on women at risk of, or subjected to abuse.

As a charity of nearly 50 years, we also recognise and take very seriously the trust we hold and the public confidence to do our work transparently, and to the highest standards of good governance. As Chairperson, myself and my colleagues on the Women's Aid Board work in lockstep with the executive team to ensure we meet and maintain these standards. We are proud to be fully compliant with the Governance requirements of the Charities Acts.

Today, there is an increased recognition in Irish society that domestic abuse and all forms of male violence against women are not women's issues, but an issue for men. In Women's Aid, we know that we cannot achieve zero tolerance alone. Therefore, we must be a part of a cooperative community alongside our colleagues in civil society and community organisations, and with statutory partners and survivors – but also the public. As we are in currently delivering our Strategic Plan 2022-2024, Women's Aid will continue to advocate, to seek opportunities, work in partnership and to innovate, so that we can all as a society do better to call out and tackle misogyny and hold perpetrators responsible for their actions. We need to promote positive and healthy masculinities and equality and ultimately reduce that shocking number of one in four women suffering domestic abuse for future generations.

We will work steadily and with determination alongside our partners, survivors, funders and peers across the sector, collaborating where our interests are aligned and working to bring about the required fundamental social change that will achieve gender equality and end male violence against women. We warmly invite you to join with us in achieving this vision for Ireland.



Ailbhe Smyth

Chairperson, June 2023

CEO's Introduction



The Women's Aid Annual Impact Report for 2022 serves as a harrowing and poignant reminder of the level of domestic violence against women and children that prevails in homes and relationships across Ireland. This report provides an insight into the coercive and controlling emotional, physical, economic and sexual abuses inflicted upon women and their children at the hands of current and former intimate partners, whom we supported during just one year. In just twelve months, our team had 31,229 contacts through our frontline services – an increase of 16% on the previous year. We heard a staggering 33,990 disclosures of abuse – including 5,412 reports of abuse of children.

Victims/survivors and their supporters accessed our websites (womensaid.ie & toointoyou.ie) 360,485 times for vital information and support.

We also know that these figures represent just the tip of an enormous iceberg whereby so many victims and survivors still suffer alone, in silence and without specialist support. This is something Women's Aid is fully committed to changing: to reduce stigma and create better conditions for victims/survivors to speak out, to be believed and empowered to get the support they deserve.

I am so very proud of the work of the Women's Aid team, including our incredible staff, volunteers, and Board members, for the organisation's achievements in 2022. Our amazing team goes above and beyond every day to listen, believe, support and empower women and to help shape a safer society for everyone. We will continue our work, building on yet another exceptionally busy year, until we see an equal Irish society with zero tolerance of domestic violence and abuse and all forms of violence against women.

There is so much work to do, and we are so grateful to our statutory, non-statutory and public supporters for their continuing commitment to us, and to our work. We are fully committed to honouring this support and to maintaining and innovating our vital services to deliver positive impact.

Systems under pressure

Aside from the horrific and often long-lasting impacts of abuse itself, there are so many challenges today for those subjected to domestic abuse. Family and criminal law systems that are creaking at the seams, creating lengthy, protracted, and traumatising delays for women navigating both criminal and civil law systems. The housing crisis and dearth of appropriate specialist accommodation provision for survivors of abuse, limits options for a safe home for many. The negative impact of inflation on family incomes, taken especially with deliberate economic abuse, exacerbate acute and frightening situations for many thousands of women and children across the country.

A whole of government and society approach

The government has now published the Third National Domestic Sexual and Gender Based Violence Strategy together with an implementation plan. For the first time ever, the government has structured it's strategy around the four key components that will help truly eradicate male violence against women: prevention, protection, prosecution, and policy co-ordination. Progress has been made to improve the family law system, to introduce stalking and strangulation legislation and to enact legislation for statutory paid domestic violence leave for employees. This is all excellent progress but still much to be done to ensure correct implementation and enforcement of the legislative progress made. It will require focus, co-ordination and - crucially - investment from Government to see the ambitions of an excellent Strategy realised.

Partnerships for lasting change

With global and economic challenges making life harder for many, we must not forget that one in four women in this country will suffer abuse from a current or former partner. Unfortunately, this statistic is not reducing. Our research shows that one in five women is subjected to abuse by the young age of 25. Just over half of these young women experienced the abuse before the age of 18. Recent and terrible events have again highlighted persistent issues with misogyny and structural gender inequality, which are both cause and consequence of male violence against women. This comes into stark focus every time a woman's life is lost because of male violence. As curators of the Femicide Watch for Ireland, Women's Aid recorded the names of a further 12 women who died in violent circumstances during 2022. While we need to consider ways to prevent and target public safety for all, it remains the case that the most dangerous place for women statistically is their own home. The nightmare of violence and abuse most commonly will be at the hands of a current or former intimate male partner.

Your support powering action

In 2022, Women's Aid was honoured by the trust and support of our funders and donors to help us drive our strategy forward. This support had direct and indirect positive impacts for women and their children experiencing domestic abuse supported by Women's Aid. Women and their children are not only supported by our direct services but also benefit from external services been supported in our training and awareness raising. Our Training and Development Department quadrupled our reach with a range of inputs and awareness raising sessions during the year. This department had a wide reach to multiple audiences in 2022, including healthcare professionals, social workers, community workers,

employers, lawyers, family support workers, Gardaí and domestic abuse support workers. All of which indirectly support women and their children.

Ireland is ready to act

With a heightened public understanding and increased discourse, now is a rare but vital moment to build on the social and political awareness of the heinous issues of domestic violence. As individuals, and communities, we must all come together and create an equal Ireland, free from violence. The women and children of Ireland must know that they are not alone.

We must be brave and ambitious. Domestic violence is rampant. At the same time, the public and political awareness of domestic violence as an extremely harmful problem has never been greater. Positively, the opportunities, the will, and the mechanisms to tackle the problem have never been more aligned.

Now is the time to be brave and ambitious. The public conversation must continue to focus on how women, and our male allies and others can work together and create positive and lasting change for everyone in Irish society.



Sarah Benson
CEO, June 2023



2022 Summary

31,229

Contacts with
Women's Aid

7,663

Contacts with Face-to-Face
Support Services (including
one-to-one support, court
accompaniments, drop-in
visits, HRSP support
sessions)

23,566

Contacts with the
24hr National Freephone
Helpline (including calls,
messages and emails)

3,940

Hours of
talk time

18,667

Referrals, provision
of information and/or
advocacy by support
workers

33,990

Disclosures of Domestic Abuse

28,578

Disclosures of abuse against women

5,412

Disclosures of abuse against children

20,851

Emotional abuse

928

Sexual abuse

2,290

Economic abuse

4,509

Physical abuse

330,727

Visits to Womensaid.ie

29,758

Visits to toointoyou.ie

23,747

followers

19,070

followers

19,881

followers

44,497

followers

2022 Summary

Domestic Abuse Against Women

We heard 20,851 disclosures of emotional abuse including:

- Name calling and verbal abuse.
- Isolation from family and friends.
- Stalking and being monitored both physically and online.
- Living with the threat of physical and/or sexual violence.
- Being forbidden to leave the home without the abuser.
- Having the abuser threaten to hurt or kill her, themselves, their children or her family or her friends.
- Abuser denying or minimising the abuse shortly after it happened (Gaslighting).
- Abusers targeting the mother-child bond by manipulating and encouraging the children to join in on the abuse of their mother.

We heard 4,509 disclosures of physical abuse including:

- Assault, including with an object (i.e., hammer, golf club, hurl, gun).
- Strangulation.
- Pushing and shoving.
- Harm with knives including cutting and stabbing.
- Punching and slapping.
- Inflicting physical injuries including: broken bones, having hair pulled out, teeth broken.

We heard 2,290 disclosures of economic abuse including:

- Abuser denying access to household income to pay for food, medication and other necessities for themselves and the children.
- Abuser pressurising them into giving them large sums of money or getting them into debt.
- Abuser jeopardising women's access to employment.
- Abuser controlling women's income.
- Abuser refusing to pay maintenance for any children in common or only paying sporadically. Often, abusers use child maintenance payments as a means to control and coerce their ex-partners.

We heard 928 disclosures of sexual abuse including:

- Rape and sexual assault.
- Coerced sexual activity.
- Unwanted sexual advances.
- Being spoken to, or about, in a sexually derogative way.
- Abuser forcing them to watch and re-enact pornography.

Within the above disclosures of abuse, there were 663 disclosures of digital abuse and cyber-stalking including:

- Abuse by text, email, phone call and social media.
- Abuser sending explicit and violent images and videos.
- Abuser monitoring their internet use.
- Abuser subjecting them to image-based sexual abuse by:
 - Secretly recording them
 - Sharing or threatening to share intimate images of them without their consent.
 - Blackmailing them into sending intimate images.

20,851
disclosures of
emotional abuse

4,509
disclosures of
physical abuse

2,290
disclosures of
economic abuse

928
disclosures of
sexual abuse

663
disclosures of
digital abuse and
cyber-stalking

2022 Summary

Domestic Abuse Against Children

We heard 5,006 disclosures of emotional abuse, 315 disclosures of physical abuse and 91 disclosures of sexual abuse against children. These disclosures included:

- Emotional abuse including verbal abuse, name-calling and being threatened with violence.
- Physical abuse including slapping, hair pulling, assault with weapons.
- Children, including infants, hurt by the abuser as they attacked the mother.
- Sexual assault and molestation.
- Witnessing domestic violence against their mother.
- Children forced to go on access visits with an abusive father.
- Mother-Child bond deliberately damaged by abuser.
- Older children abused by fathers through the use of technology

Abuse During Access

Women reported that they were subjected to abuse during access visits 787 times and that children were being abused while on access visits (239 disclosures).

Impact of the Abuse on Women and Children

The mental and physical impacts of domestic abuse including coercive control on a woman's health and well-being are significant and can be long lasting and wide-ranging. The ultimate cost, in some extreme cases, can be fatal due to homicide and suicide.

Physical impacts include:

- Broken bones and broken teeth.
- Bruising.
- Nausea.
- Nerve damage.
- Damage to throat and neck due to strangulation.
- Loss of consciousness.
- Miscarriage.

Mental and emotional impacts include:

- Depression, anxiety, panic attacks, fear.
- Post Traumatic Stress Disorder (PTSD).
- Feeling alone with nobody to turn to.
- Suicidal ideation and attempted suicide.
- Hyper-vigilance.

Other impacts include:

- Living in, or being at risk of, poverty.
- Fear of homelessness and homelessness.
- Living in fear of deportation or the threat by abuser of spousal visa not being renewed.

Children experience both short-term and long-term effects of domestic abuse.

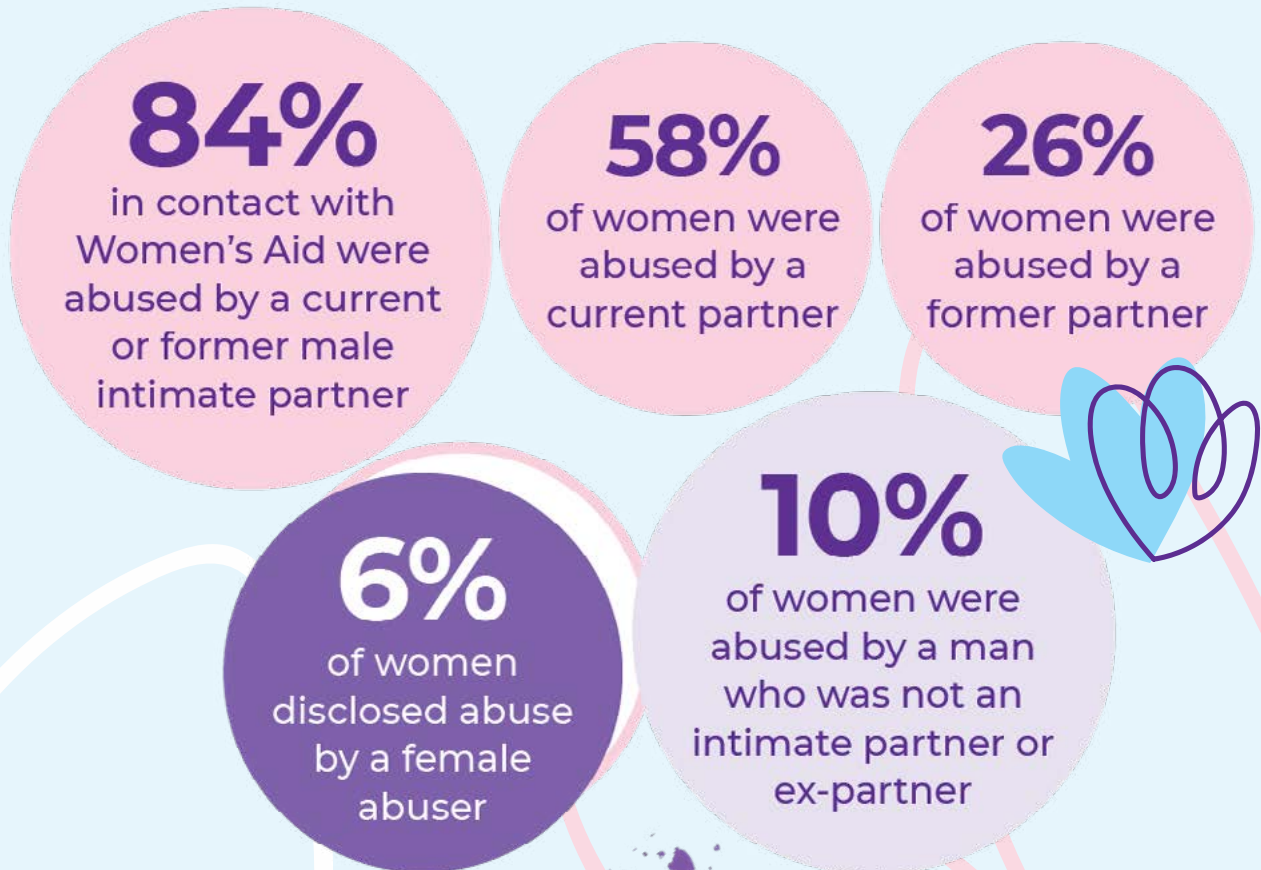
These include:

- Guilt.
- Anger.
- Insecurity and anxiety.
- Difficulty with sleep, including nightmares.
- Flashbacks.
- Lower self-worth.
- Difficulties at school.

However, it is important to remember that some children may not exhibit any negative effects.

The Abuser

In 2022, 84% in contact with Women's Aid were abused by a current or former male intimate partner. An additional 10% of women were abused by a man who was not an intimate partner or ex-partner. 6% of women disclosed abuse by a female abuser.



Comparative Statistics

	2022	2021	Comparison
Contacts with Women's Aid	31,229	26,906	16%
24hr National Freephone Helpline (including calls, instant messages and emails)	23,566	21,126	12%
Face-to-Face Support Services (including one to one support, court accompaniments, drop-in visits, HRSP support sessions)	7,663	5,780	33%
Total	31,229	26,906	16%
Talk Time Hours (including 24hr National Freephone Helpline calls and instant messages)	3,940	3,863	2%
Disclosures of Abuse against Women and Children*	33,990	33,831	0.4%
Against Women	28,578	28,096	2%
— Emotional	20,851	19,902	4%
— Physical	4,509	4,707	-4%
— Economic	2,290	2,383	-4%
— Sexual	928	1,104	-16%
Against Children	5,412	5,735	-6%
Emotional	5,006	5,361	-6%
Physical	315	282	12%
Sexual	91	92	-1%

*We do not collect disclosure data on the High-Risk Support Project



Femicide Watch

In 2022, 12 women died violently in Ireland.

Ashling Murphy

Sandra Boyd

Maura Bergin

Ruth Lohse

Lisa Thompson

Louise Mucknell

Larisa Serban

Miriam Burns

Lisa Cash

Ioana Mihaela

Emma McCrory

Sharon Crean

Each woman murdered is an outrage. An absolute tragic loss of life resulting in utter heartache and trauma for her loved ones left behind.

The Women's Aid Femicide Watch is dedicated to all women whose voices have been silenced through violence, and whose boundless potential was robbed of them and their loved ones.

Women's Aid stands in solidarity with families, friends and communities of women murdered and with women currently living with abuse. We also dedicate this report to the families and the loved ones bereaved. Families who are enduring the unimaginable pain of loss and absence while left picking up the pieces.

20

children have died in incidents where women have died violently

1 in every 2 femicide victims is killed by a current or former male intimate partner (55% of resolved cases)

259

women have died violently between 1996-present*

In almost all murder-suicide cases (22 out of 23) the killer was the woman's partner

Women of any age can be victims of Femicide. However, women under the age of 35 make up 50% of cases in Ireland

166

women have been killed in their own homes (63%)

87%

of women (where the case has been resolved) were killed by a man known to them. 13% of women were killed by a stranger

*Reference: Women's Aid Femicide Watch
1st June 2023

Strategic Priority 1 is **Creating Social Equality**

We drive real social change through a cohesive and coordinated approach.

Over-arching Goal: To deliver a coordinated and coherent programme of work comprising direct services, training, education, advocacy, and awareness raising-work that is focused on prevention, support and driving real positive social change.

Women's Aid ensures that the voice of the women we serve is strongly represented in the data and information we collect. We put women at the centre of everything we do with a vision of bringing zero tolerance of domestic abuse and all other forms of violence against women.

We believe that documenting and recording women's experiences and gathering evidence and data from many sources is critical to our knowledge and understanding of the issue. We will continue to learn from women by always listening to their needs and developing responses that reflect the diversity of their experiences.





Developing and delivering Women's Aid specialist frontline services

The Direct Services provide rich anonymised data on women's experiences, the trends emerging and the needs they have which Women's Aid will incorporate into its impact reports, submissions and through public representation to try to improve supports and responses to victims/survivors and combat abuse.

Women's Aid has a long record of accomplishment of engaging with survivors to share their experiences and, crucially, their views on how we can improve response to combat domestic abuse. All our public events in 2022 incorporated a survivor's direct contribution. Many additionally offered their anonymised stories in support of awareness and fundraising activities during 2022. Several survivors act as ambassadors for our TooIntoYou campaign.

Our Frontline Services

24hr National Freephone Helpline 1800 341 900

Women's Aid operates the 24hr National Freephone Domestic Violence Helpline in the Republic of Ireland. The Helpline provides a listening service, emotional support and practical information to women subjected to violence and abuse from their current or former partners. The Helpline also acts as a gateway for direct referral to all other local specialist services across Ireland. It is the only free, national, domestic violence and abuse Helpline with specialised, trained Support Workers.

The National Freephone Helpline is now four times accredited to the Helpline's Association Quality Standard (spanning a period of 10 years to date). This accreditation was granted after a rigorous accreditation process and inspection by the Helpline's Partnership in 2021 and is valid up to 22nd of November 2024. The Helpline is funded primarily by Tusla, with additional fundraising and grant support.

During 2022 the National Helpline responded to:



20,905
calls which
represented an
increase of 11%
on 2021

3,331
hours of support
talk time, an
increase of 15%
on 2021

The Helpline
offered support
by email on
853
occasions

“Thanks so much for your email reply, to know someone understands what I’m going through really supports me”

“I am really thankful for that phone call. It gave me strength to fight forward for a happy future.”

The Language Line – Women’s Aid Telephone Interpretation Service

The 24hr National Freephone Helpline has a Telephone Interpretation Service facility covering over 200 languages for callers needing support in their own language.

We facilitated
494
calls through
33
different languages
in 2022

66%
of languages used
were EU

34%
were Non-EU

Instant Messaging Support Service (IMSS)

The Women's Aid IMSS is a free, confidential and secure service where women can seek support and advice from fully trained Helpline Support Workers through instant messaging. The service is open daily and can be accessed through www.womensaid.ie and www.toointoyou.ie. The service is accessible to deaf and hard of hearing women, and more easily accessible than a phone call for women who feel they are at risk of being overheard by their abuser, or just prefer to message rather than talk.



There were **1808 online Instant Messaging Support** conversations with the Helpline team, via womensaid.ie and toointoyou.ie during the year, an **increase of 388** conversations compared to 2021.



609
hours of talk
time in 2022.

"I can't thank the IMSS team for their support with my situation over the last few weeks, thank you all so much."

"All I can say now is, thank God for Women's Aid. And thank God for the kind and generous people who support this wonderful charity because I wouldn't be here without Women's Aid."



Power to Change Programme

The Power to Change support group is a free support programme for women who are victim/survivors of domestic abuse. The formal programme is a psychoeducational group process run in weekly 2-hour sessions over a 12-week period. The empowerment programme is offered to women who have left an abusive relationship and are recovering from the trauma of that experience. Women's Aid completed one Power to Change programme during 2022. We plan to expand this programme over the duration of our strategy. We will do this by increasing by increasing our number of skilled facilitators' to deliver the programme being offered on a more frequent basis.

“The facilitator’s assisted us in developing an environment of trust and freedom to voice our experiences. They were compassionate, kind and sympathetic.”



Regional Face-to-Face Services

One-to-One Support Service

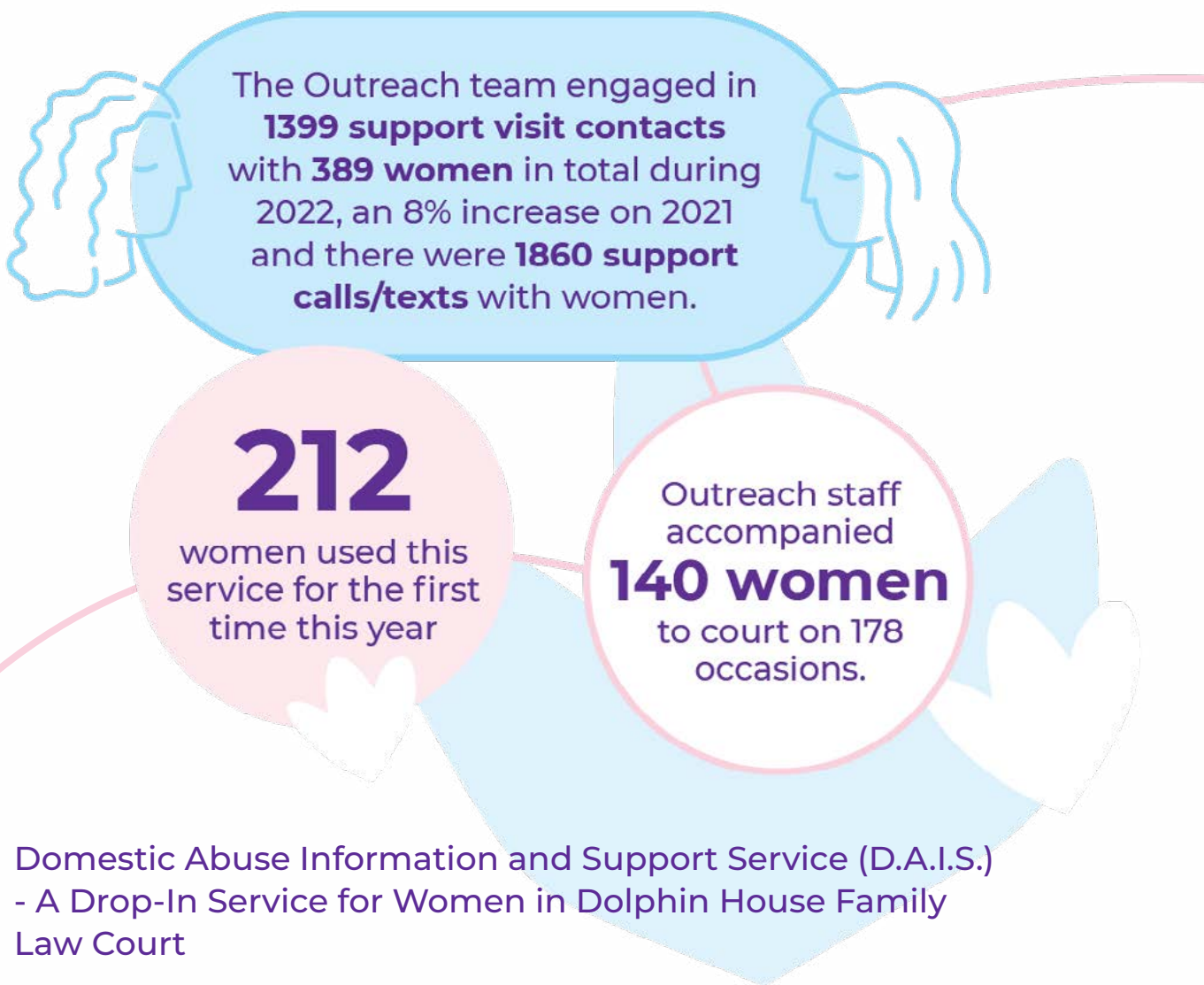
The Women's Aid One-to-One Support Service provides in-depth information and support to women subjected to domestic violence and abuse throughout Dublin City and County. This service is primarily funded by Tusla and the Department of Justice with additional fundraising and grant support. Outreach support is provided by a combination of face-to-face and telephone engagement and services such as court accompaniment, safety planning, advocacy and referral support to external organisations.

Our advocacy and referral work includes accompaniment to the local Gardai to make statements; assistance with legal aid applications; support with immigration status within the context of domestic violence and abuse; advocating to Housing Authorities for women who are no longer safe in their homes; and support in accessing local refuges.

Court Accompaniment

Court accompaniment includes emotional support before, during and after the court proceedings, clarifying legal terminology and exploring further options. We support women with applications and hearings in the context of domestic violence orders as well as access, custody, maintenance, divorce and separation cases where domestic violence and abuse is present.





Domestic Abuse Information and Support Service (D.A.I.S.) - A Drop-In Service for Women in Dolphin House Family Law Court

Based in the Dolphin House Family Law Court in Dublin, the Domestic Abuse Information and Support Service (D.A.I.S.) is a free and confidential drop-in service for women who are subjected to domestic violence and abuse. This service provides support and information on legal options and safety planning, and links women in with domestic violence and abuse services for ongoing support. The service is available Monday to Friday, 9:30am -4:30pm. Women’s Aid operates this service in partnership with the Inchicore Outreach Centre, and with funding support from the Department of Justice.



IMAGE: Dolphin House



890 Individual Women were supported through **1178 interventions** following drop ins to this dedicated service based in Dolphin House family law courts in 2022. This marked a very significant increase of 56% when compared to 2021 with 572 women supported.

566

referrals to external services for additional ongoing support were also made

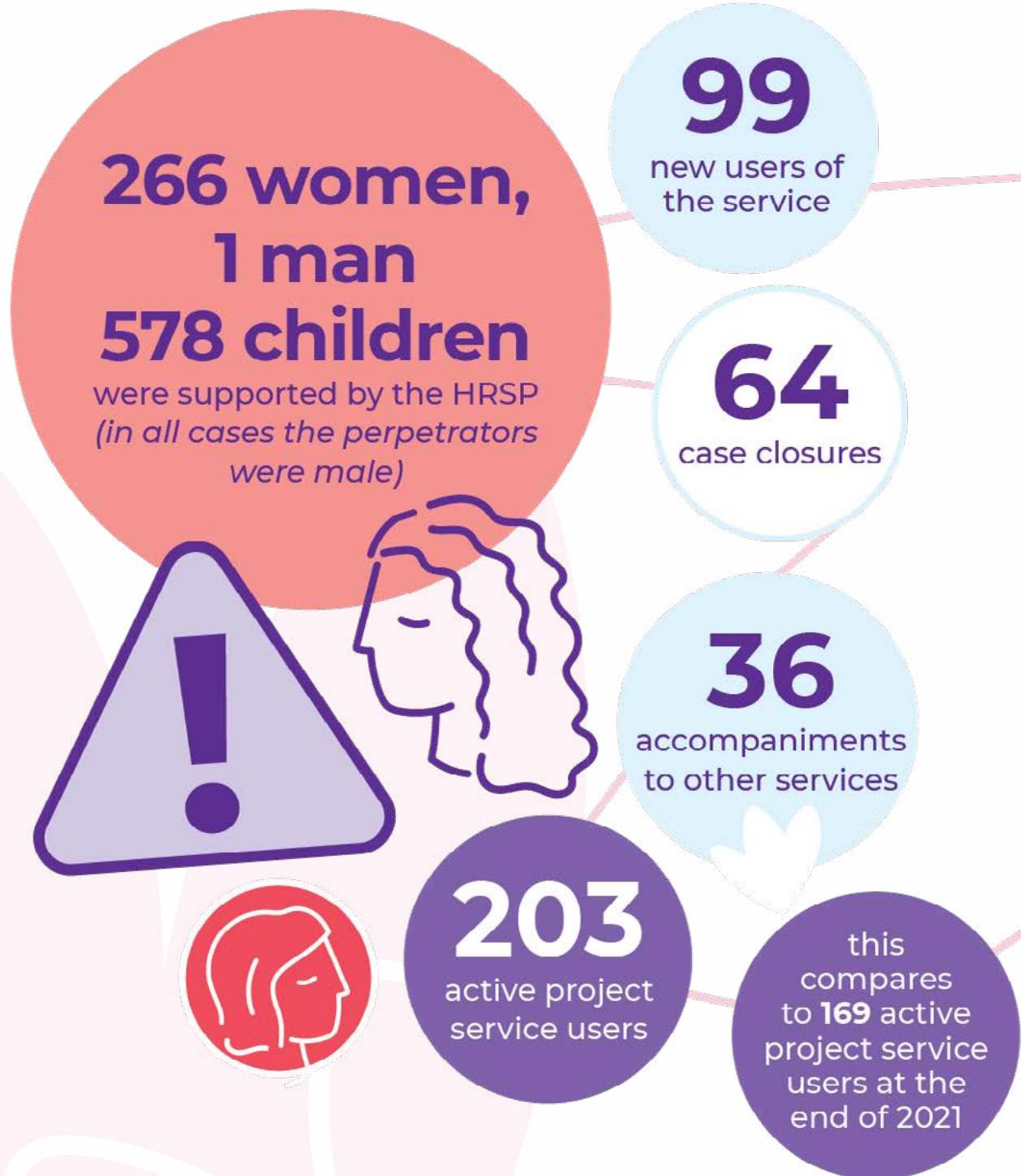
110

internal referrals to Women's Aid casework and other services



The High-Risk Support Project (HRSP)

The High-Risk Support Project provides a multi-agency response to women at high-risk of ongoing violence, abuse and homicide from their ex-partners and ex-spouses. Women's Aid work with An Garda Síochána and local domestic violence services to deliver a coordinated rapid response system for women and their families, which is generously supported by the Vodafone Foundation and the Department of Justice.



Women's Aid Maternity Project

This is an innovative pilot project (2021-2024) to support and enhance Maternity Hospitals & Units response to victims/survivors of domestic violence and abuse through a jointly created, delivered and operated Domestic Violence and Abuse (DVA) Training, Awareness and Referral Programme. This project is in partnership with Women's Aid and with Cork University Hospital, The Coombe Women and Infants University Hospital, The Rotunda Hospital, and the National Maternity Hospital who collaborate on delivery and evaluation of the key strands of the programme. The project is entirely supported by fundraising.

An External Advisory Group comprised of a wide range of skilled professionals including patient representatives, representatives from minoritized groups, public health and policy experts also support this project.

During 2022, our Maternity Project Co-Ordinator led extensive progress in the development of a co-created specialist training for obstetric staff. Following the development of a three-stage training programme framework, an Independent Evaluator was appointed in adherence with our tendering guidelines and they commenced their work during the year.

Our dedicated Maternity Outreach Worker, received referrals directly from the staff of the three Dublin Maternity Hospitals during 2022

Supported 53
pregnant/post-partum/post
Termination of Pregnancy
women who were subjected to
intimate partner abuse

356
one to one
meetings

 **44**
court
accompaniments

982
phone/SMS
contacts



“The support I got from Women’s Aid to make me and my children’s lives and home safer has allowed us to move on from our previous life of fear. Having the security additions to my home that [you] supported me with is invaluable.”

“The vouchers are a massive help, thank you so much for all of the support. You are absolutely amazing, and we would be lost without you. I mean it from the bottom of my heart. Thank you so, so much.”

Emergency Funds to Support Women

In 2022, Women’s Aid distributed €127,077 in funds to 242 women who were in receipt of direct support from our own frontline services on 294 occasions. These vital funds covered a wide range of urgent and practical needs including (but not restricted to) CCTV and home security costs, bills, groceries, as well as offering some small contribution at Christmas, a key time of financial pressure for women suffering economic hardship as a direct and indirect result of the abuse they are subjected to.

Women received vouchers to a total value of
€49,000

These vouchers could be used in a wide variety of retail outlets to assist women to meet some everyday needs for themselves their children and households.

€20,000
worth of vouchers were provided to clients of the frontline services before Christmas 2022.

In addition to the Emergency fund we received a grant of
€15,000
from Allianz for back to school expenses.

Women benefitted from the Legal Fund, a total of
€16,882
This support enabled women to part pay legal fees for representation in court and pre court consultation.

Service users benefited from support for home security measures, to a total value of
€41,195

Women’s Aid provided service users with funding for cameras, new locks, alarm systems and monitoring, sensor lights and video doorbells to help improve the security of their homes. In most cases, these security measures were recommended by Garda Crime Prevention Officers.

Women's Aid National Emergency Fund for Women and Children 2021/2022

Through unprecedented public generosity Women's Aid was in a position, for the first time ever, to further extend our emergency funds to benefit women and children nationally via a scheme offered to our colleagues in local domestic violence services throughout the country. The Women's Aid Board designated funds to support three rounds of this fund between 2021 and 2023 for eligible organisations.

In mid-2021 €300,000 was distributed in allocations of €10,000 across 30 different specialist services for the direct benefit of women and children in need. Funds were expended by mid-2022 and all recipients submitted grant outcome reports.



1,422 women and children

were direct beneficiaries of the **Women's Aid fund**, distributed by 30 independent services all over the country.



€20,349

was spent on supporting women and children with **medical** and costs including, **dental** support and **therapy**

€44,031

was offered to help women cover essential **utility costs** (electric, heating etc.)

€32,110

contributed towards **women's legal fees**

€67,594

towards **groceries**, including vouchers so women could buy household basics such as food, clothing school supplies and shoes

€19,382

was given for **household items**, including white goods, furniture, bedding & household repairs

€40,254

Contributed to rent and/or emergency accommodation costs

€32,262

was offered to help cover **fuel costs & transport costs**, including, motor tax, insurance, public transportation

€14,263

childcare and baby equipment/clothing costs

€15,671

went towards **security costs** (changing locks, CCTV, reinforcing doors etc.)

€14,084

contributed towards a wide range of other urgent needs women and children had such as the purchase of a mobile phone or tablet, costs for moving home, and support to buy new clothing for job interviews.

The High-Risk Support Project is being rolled out nationwide from 2023 onwards.

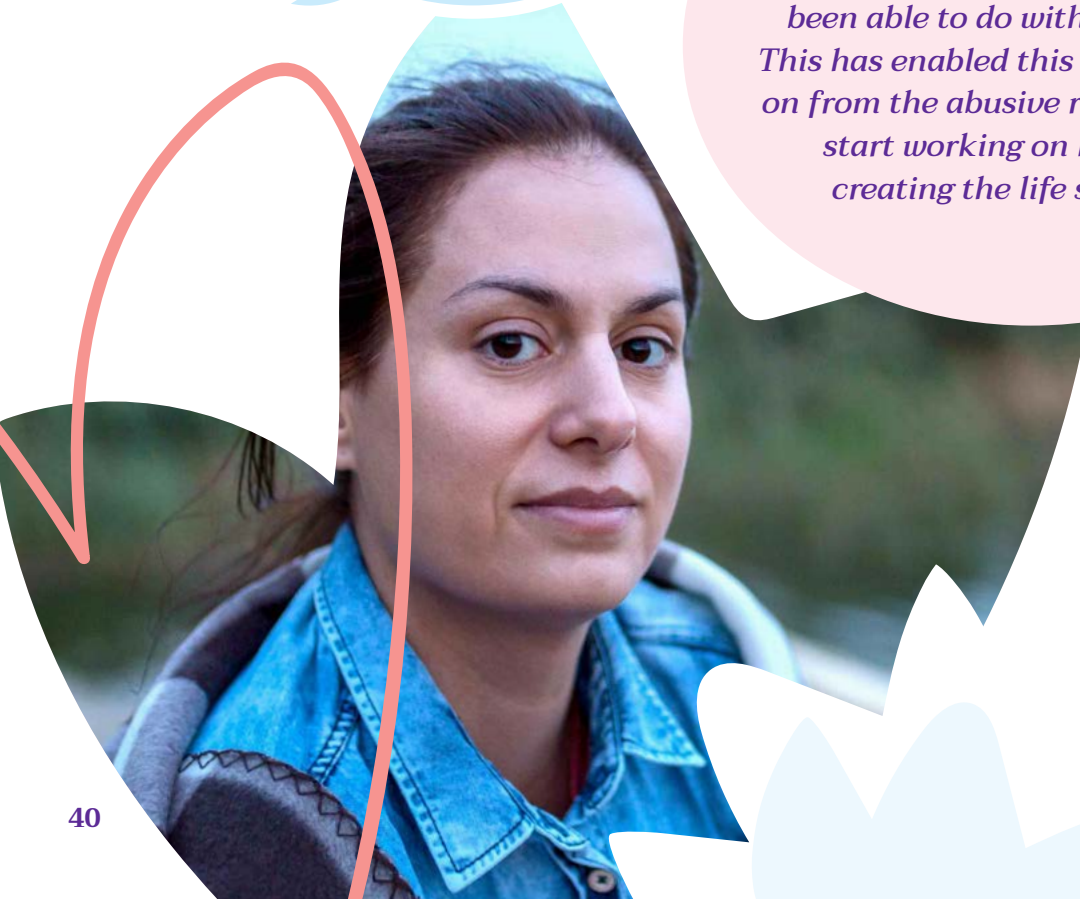
The powerful, and in some cases transformative, impact of even modest funds to women and children who had been terrorised and impoverished by domestic abuse, was made clear to us with the narrative reports from our colleagues grant reports, such as:

Quotes from Support staff:

“Support was given to a service user to fit an alarm system in her house after an incident where her windows were smashed. This gave her a huge sense of security and, although she is still struggling with memories of the incident, she often speaks about how the CCTV alarm system helps her to feel safe going to bed at night and enables her to sleep.”

“All women were so grateful for monies received, one woman cried and couldn’t believe this was happening she felt huge relief for her and her children.”

“Support was given to a service user to tax and insure her car-something she would not have been able to do without this fund. This has enabled this woman to move on from the abusive relationship and start working on healing and creating the life she wants.”



Quotes from women:

"This has made my week, I have been overthinking way too much about money. You have no idea how much this will help."

"Thanks to Women's Aid, we now have a warm house for the winter. The kids were so cold."

"The Camera proved that he was at my house, I was able to use the videos from the camera as evidence when I was making my statement to the Gardaí."

"Life-changing, I can't believe I have money to buy food and duvets for Christmas."



During 2022 a second round of this three-year scheme was issued with €290,000 distributed to 29 specialist Domestic violence services nationwide, to be expended and reported on by mid-2023. The impact and reach of year two of this fund will be reviewed and reported in the Annual Impact Report 2023.

Training and Development

Developing and enhancing the range of training solutions aimed at supporting frontline professionals.

Specialised Training

Women's Aid's Training and Development Department has a proven track record of designing and delivering specialist domestic violence and abuse training to local and national organisations throughout Ireland. We support organisations in the statutory, community and voluntary sectors, as well as corporate bodies, to enhance and improve responses to women who are subjected to domestic violence and abuse. All Women's Aid training is informed and guided by our decades of experience directly supporting women and by models of best practice.

Training and Development

Women's Aid Training and Development Department had a wide reach to multiple audiences in 2022, including healthcare professionals, social workers, community workers, employers, lawyers, family support workers, Gardaí and domestic abuse support workers. All of these audiences have one thing in common, which is that they interact with victims-survivors of domestic abuse meaning they have the potential to make a positive difference to women's lives. Women's Aid training is designed to equip people with the knowledge and skills to respond safely and effectively to victims-survivors and in 2022 the Training Department continued to do this.

We were glad to get back into the classroom this year after two years of only being able to deliver training online. In-person training enables us to offer longer training sessions thus allowing for more time for skills-based training where participants get the chance to put the learning into practice. We continue to deliver training online and are currently developing e-learning modules which we will use to expand our reach and make our training more accessible.

During 2022 Women's Aid delivered:



81 training events to 835 participants.
26 organisations availed of bespoke training for groups from individual organisations, and staff from **116 different organisations** participated in mixed group trainings. This is an **increase on 60 events in 2021, delivered to 600 participants.**

Additionally, the Training Department delivered a range of inputs and awareness sessions during 2022, a total of **41 events to 2,047 people.** This was a significant increase in output when compared to 15 events delivered to over 500 people in 2021.



In 2022, the Training department started the roll-out of training, funded by the National Women & Infants Health Programme of the HSE, targeted at all maternity care staff in the 19 maternity hospitals/units across the country. Maternity care staff have a distinct opportunity to support victims-survivors of domestic abuse during their care journey. Healthcare professionals need to be alert to symptoms and signs of domestic abuse and be equipped with the knowledge and skills to respond safely and effectively to women who are being or have been subjected to abuse by a current or former partner.



Feedback from participants has been excellent - *“Very well run and so informative. Have recommended this training to staff. I feel it should be mandatory training especially for new staff.”*

Employer Engagement Project

The Training and Development Department is also home to the Employer Engagement Project. Through this project, Women’s Aid offers the Employer Response to Domestic Abuse training package, a specialist service for employers with the objective of creating a supportive and safe workplace environment for victim-survivors of domestic violence and abuse.

During 2022, 16 organisations engaged with different elements of the project across the telecommunications, financial and professional services, hospitality, health and social care, sport, and higher education sectors. 19 training sessions were facilitated for a total of 193 participants. Training participants ranged from executive level staff to senior management and people managers, as well as support staff and designated persons from various levels of seniority. 10 awareness events were held with a total potential reach of over 10,000 employees. Through these and other measures, Women’s Aid supported the rollout of a workplace domestic violence policy in 10 organisations.

In addition, the Employer Engagement Project has proven to be an excellent channel to engage with the national conversation on the introduction of paid leave for employee victim-survivors. Women’s Aid has engaged with trade unions, Government, employer representative bodies, and national media to discuss how employers can prepare for the welcome introduction of Domestic Violence Leave.

Image: Hannah Wayte speaks at the #ForsaEquality Seminar, November 2022.



Quotes from employers:

“The impact employers can have and the positive ripple effect we can create in society can’t be underestimated.”

“I would highly recommend engaging Women’s Aid to assist with a Domestic Violence action plan in an organisation - they have an insight that we may never think of and they ensure your action plan keeps helping victims at the centre of everything you do.”

“Excellent training - every HR department in every company should complete this.”

Employers who are interested in finding out more should contact hannah.wayte@womensaid.ie

Raising public awareness of domestic violence

Public Awareness and Campaigns

In 2022, Women's Aid continued to lead the way in raising awareness and providing information on domestic violence and abuse to victims/survivors, their families and friends and their wider communities. Our annual public awareness campaigns and communications activities are a vital way to highlight the prevalence, nature and impact of domestic violence and abuse, intimate relationship abuse and femicide. We also engage with the media to promote the 24hr National Freephone Helpline and other specialist support services. Women's Aid featured in 5,421 media items in 2022, including on national TV, local and national radio, national and local newspapers and on many online news sites.

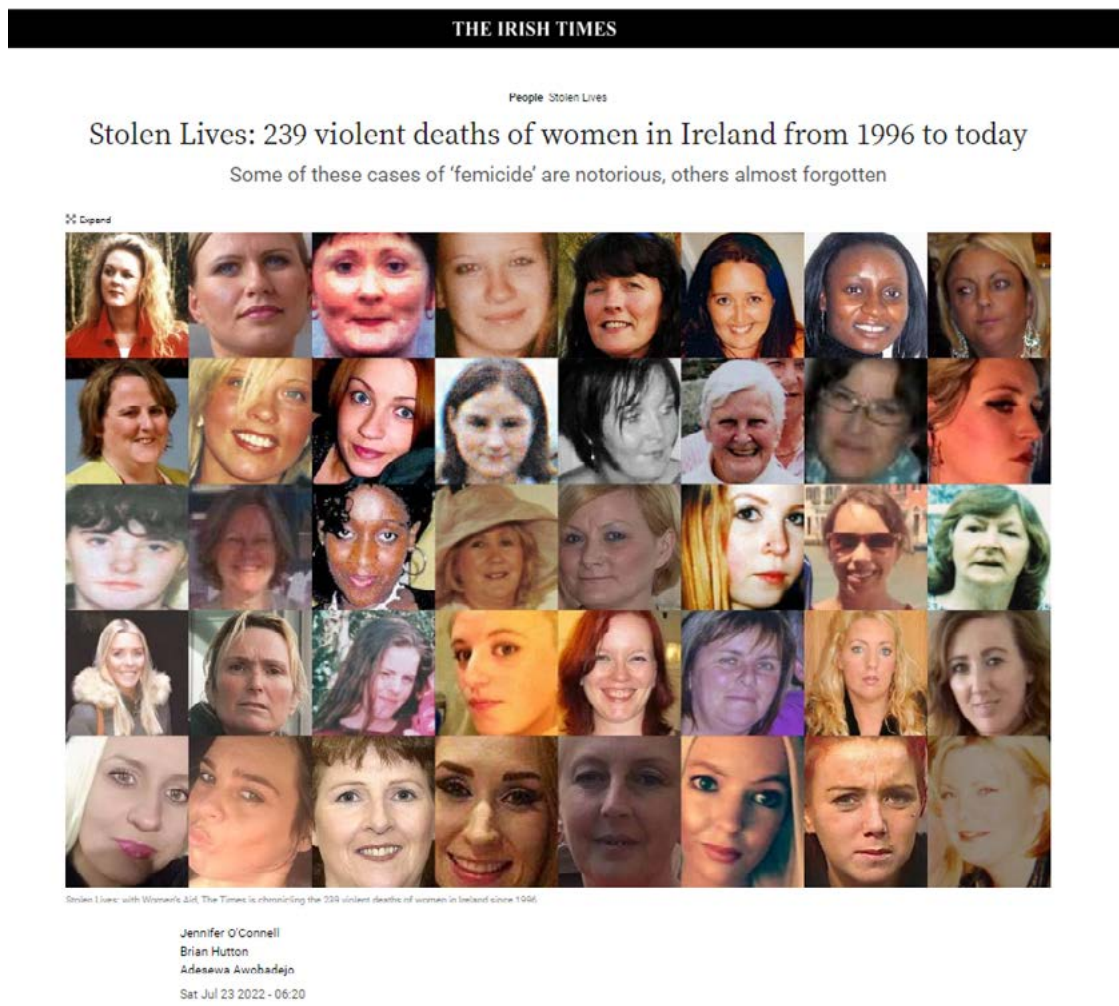


IMAGE: Women's Aid Femicide Watch data was used by The Irish Times to initiate the Stolen Lives Project. <https://www.irishtimes.com/tags/stolen-lives/>

Women's Aid
featured in
5,421
media items
in 2022

The Women's Voices Testimony Project encourages and facilitates victims and survivors to tell their stories in a safe way. This programme is designed to improve awareness on domestic violence and abuse and reach women in similar situations.

During 2022, Women's Aid also continued its partnership with Allianz. The 'World's Strongest Women' campaign was launched to enormous positive public reaction and reach across television, radio and online. This campaign was award winning in 2022.

The media company Bauer Media collaborated with Women's Aid to create a multilingual radio ad based on our multilingual information videos to raise awareness among migrant women of the issue of domestic violence and abuse and the accessibility of the National Freephone Helpline in over 200 languages. Bauer Media ran this ad pro bono across their radio stations for a number of weeks including Newstalk, Today FM and Spin 103FM.

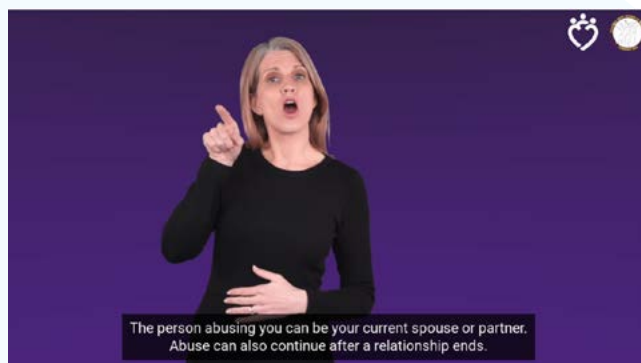


IMAGE: Women's Aid Multilingual Videos

Promoting Social Change: Men as Allies to End Abuse

In January 2022, Women's Aid was a crucial national voice responding to the violent death of Ashling Murphy in Co. Offaly. The dreadful killing sparked an unprecedented public outcry against violence against women. Women's Aid called for a **zero tolerance of all forms of male violence against women** and a full commitment by everyone in society to help realise lasting change, including men acting as allies in tackling misogyny, sexism, and inequality.



IMAGE: Ailbhe Smyth and Jackson Katz

In June, in partnership with Trinity College Dublin, we hosted a multimedia public lecture entitled '**Violence against Women is a Men's Issue**' with Jackson Katz. The event was held in Trinity College Dublin. The lecture had full attendance of 100 attendees. The event engaged participants from high level roles in male dominated spheres across a wide variety of sectors including sporting, legal, political institutions, and was recorded for later production of short information awareness videos to contribute to messaging that encourages male ally-ship in efforts to combat domestic, sexual and gender based violence (in production 2023). Katz, a leading international male figure in activities to engage men as allies in ending domestic, sexual and gender based violence, also gave interviews to national media and participated in a strategic private session with a range of leaders from: the Gardaí, academia, survivors, global development, trade unions and a leading men's organisation.

Women's Aid Public Events

Also in June, we launched **Women's Annual Impact Report 2021**. The launch was held over Zoom and was very well attended with over 250 participants, many of whom were key stakeholders in Ireland's ongoing work to prevent and combat domestic abuse including: victim-survivors, politicians, policy-makers, health and legal professionals, academics, policing and other experts. The event featured many experts, including:

- **Helen McEntee**, T.D., Minister for Justice;
- **Sarah Benson**, CEO, Women's Aid
- **Prof. Louise Crowley**, University College Cork
- **Gillian Dennehy**, Maternity Project Co-Ordinator, Women's Aid
- This event was hosted by **Ailbhe Smyth**, Chair, Women's Aid



IMAGE: Linda Smith and Sarah Benson launch the 2021 Annual Impact Report.

During the 16 Days of Action Opposing Violence against Gender-Based Violence, Women's Aid launched the new **'Time To Talk About Porn' report** which includes statistics from a national representative survey conducted by RedC. The report was launched in November and the webinar was attended by 350 attendees, as well as live streaming on Facebook. "The event included many cross-sectoral experts including;

- **Ailbhe Smyth**, Women's Aid, Chair
- **James Browne**, T.D., Minister of State, Department of Justice
- **Richard Hogan**, Family Psychotherapist and author of 'Parenting the Screenager'
- **Dr Gail Dines**, Founder & President of Culture Reframed, and Professor Emerita of Sociology and Women's Studies, Wheelock College, Boston
- **Sarah Benson**, Women's Aid, CEO,
- **Professor Clare McGlynn KC** (Hon), Professor of Law at Durham University, UK, with expertise in the legal regulation of pornography, cyber flashing and online abuse
- **Alexandra Ryan**, founder and CEO of Ireland's leading female-focused news website, Goss.ie and is also Ambassador for the Department of Justice intimate image abuse awareness campaign.

In June, Women's Aid partnered with **Capital Credit Union**. This involved Women's Aid supporting Capital Credit Union staff with specialised training to recognise the signs of abuse, how to respond in a supportive way and how to signpost their members to the Women's Aid 24hr National Freephone Helpline. There was also an awareness campaign in all the branches, with the potential to reach over 50,000 members, to direct victims to Women's Aid in an accessible and discreet manner.

During 2022 Women's Aid staff also delivered a wide range of awareness inputs with local services, community groups and statutory bodies. They engaged in 'fireside chats' with companies and their executives, and gave addresses at conferences to further engage the public and key professionals as allies, in ending domestic abuse in Ireland.



IMAGE: Launch of the Women's Aid and Capital Credit Union Awareness Campaign

Maternity Awareness Campaign

Also in November, Women's Aid ran a national **Maternity Awareness campaign** during the 16 days of Activism. The awareness campaign worked with four of Ireland's leading maternity hospitals. We partnered to support women subjected by domestic violence and abuse including coercive control. The partnership is between Women's Aid and the three Dublin Maternity hospitals (The Coombe Women and Infants University Hospital, The Rotunda Hospital, the National Maternity Hospital and Ireland South Women and Infants Directorate (primarily Cork University Maternity Hospital)). The awareness campaign utilised social media to disseminate information, and the hospitals highlighted the bespoke posters in key areas. Awareness materials were distributed to all 19 of the maternity units across the country for this campaign.



IMAGE: Staff at The Coombe Hospital raised awareness of domestic abuse during pregnancy during the 16 Days 2023.

Too Into You Campaign

Too Into You is a Women's Aid campaign and resource for young women (age 18-25) to learn about the difference between healthy and unhealthy intimate relationships, the red flags of intimate relationship abuse, and to seek support and information if they are worried about their own or a friend's relationship. Those working with young people, peers, and family members can also access information about intimate relationship abuse through the campaign. As intimate relationship abuse against young women is common in Ireland, the campaign highlights the hidden reality of many young intimate relationships.

Two social media awareness campaigns ran in 2022: one from Valentine's Day to International Women's Day and the other at the start of the 16 Days of Action to combat violence against women (Nov 25th). The social media campaigns play a big part in reaching young people to teach them about intimate relationship abuse and the specific supports available at our dedicated website for young people, toointoyou.ie.

The website hosts vital information for young people on intimate relationship abuse including a relationship quiz, legal protections available for young people facing abuse, laws on the sharing of intimate images, an online safety guide, and a guide to helping a friend you are worried about.



IMAGE: Launch of toointoyou.ie website (l-r - Lauren Whelan, Rob Kenny, Nia Gallagher)



29,758
visits to
toointoyou.ie

In 2022, there were almost **30,000 visits to toointoyou.ie**, almost double the visits in 2021. Our dedicated website for young people toointoyou.ie was also redeveloped and launched with a new design, newly developed resources and tools. To launch the website, we hosted an in person event for stakeholders, influencers and friends of the campaign. We ran two #TooIntoYou public awareness campaigns on social media which delivered over 9.5m impressions on Instagram, Snapchat and Facebook. This involved running paid ads on social media, the creation of organic content, press coverage and in person talks to promote the campaign and toointoyou.ie website. Both campaigns received significant media attention with coverage including Drivetime, Newstalk, Irish Times, Irish Examiner, RTÉ, Virgin Media News, several regional radio stations and various podcasts.

We set up a specific Instagram profile for @TooIntoYou to create more targeted messaging for young people and gained over 2,000 followers. The profile has increased visits to toointoyou.ie through a variety of marketing mechanisms. Engagement on the page has a very wide reach, for example one of the videos we shared on the red flags of abuse was viewed almost 26,000 times.

In 2022, we also delivered 12 awareness building presentations to various stakeholders and organisations including; ISPCC, Doras Bui, Deaf Youth Ireland, UCC WiSTEM Society, UCC FemSoc, and Clannad. We also ran awareness stalls at Shona Project SHINE Festival, Muslim Sisters of Eire Conference, and Dublin City University.

Women's Aid Online

There were **330,727 visits to the Women's Aid website** in 2022. With a monthly average of 27,560 visits. Our stand-alone website on intimate relationship abuse toointoyou.ie received 29,758 visits. We continued to use social media to highlight the issues of domestic violence and abuse and engage with supporters. By the end of 2022, we had a community of 23,747 followers on Twitter and 44,497 followers on Facebook. We also had 19,070 followers on our Instagram account and 19,881 followers on LinkedIn.



Media Type	No. of Items	Value of Coverage in €
Broadcast	2598	5,577,075
Online	1973	5,158,300
Print	850	5,961,386
Total	5421	16,696,761

Website Sessions	2022	2021	Var +/-	%
www.womensaid.ie	330,727	213,206	+117,521	+55%
www.toointoyou.ie	29,758	17,122	+12,636	+73%
Total	360,485	230,328	+130,157	+57%

Social Media Community	2022	2021	Var +/-	%
Facebook	44,497	41,134	+3,363	+8%
Twitter	23,747	21,123	+2,624	+12%
Instagram	19,070	11,209	+7,861	+70%
LinkedIn	19,881	10,085	+9,796	+97%
Total	107,195	83,551	+23,644	+28%

Influencing Government and Policy

Women's Aid provides solution-based recommendations on improving preventions, informing legal responses, enhancing policy and delivering protections to better support women and children subjected to domestic violence and abuse. We bring their concerns to a number of national and local fora. We make submissions and meet with government ministers, policymakers and members of the Oireachtas to discuss a range of issues and collaborate with other agencies and organisations to bring about positive social and political change.

Building on Women's Aid's advocacy expertise and reputation to inform key decision makers and to contribute to the national dialogue on domestic violence and abuse

Throughout the year, the organisation continued to advocate in a range of policy forums and with key stakeholders, to highlight issues related to violence against women and advocate for social and policy change.

Policy Submissions



IMAGE: Policy Submissions

Women's Aid produced the following policy submissions to support and encourage government on issues related to domestic violence and abuse against women and children (all available on www.womensaid.ie)

- Submission to An Garda Síochána Inspectorate on An Garda Síochána's Response to Domestic Abuse, January 2022
- Position Statement on Guardianship, January 2022
- Submission to the Non-Fatal Offences Against the Person (Amendment) (Stalking) Bill 2021, February 2022
- Submission on the draft Third Domestic Violence and Gender Based Violence Strategy, February 2022
- Submission to the Joint Committee on Gender Equality on the Recommendations of the Citizens' Assembly, March 2022
- Submission to the Review of the operation of the Health (Regulation of Termination of Pregnancy) Act 2018, March 2022
- Submission to the Online Safety Expert Group on the individual complaints mechanism, March 2022
- Submission to the Criminal Justice (Miscellaneous Provisions) Bill 2022, September 2022
- Submission on the ratification International Labour Organisation (ILO) Violence and Harassment Convention, 2019 (No.190), September 2022
- Submission to the Junior Cycle SPHE Curriculum, October 2022
- Submission on the Redevelopment of the Senior Cycle SPHE, November 2022
- Input to the Special Rapporteur VAWG'S Report on Violence Against Women and Children in Custody Cases, December 2022
- Submission to the Family Courts Bill, December 2022.

Research

'Time To Talk About Porn' report

In 2022, Women's Aid commissioned research from RedC to inform a new report demonstrating national concern about the **harm of pornography on society, and on children and young people in particular**.

The '**Time To Talk About Porn**' report includes statistics from a national representative survey conducted by RedC. The report confirms that the majority of the Irish public believe that porn is contributing to gender inequality, sexist double standards, unrealistic sexual expectations, normalisation of request for sexual images including among children, and directly contributes to coercion and violence against women and girls, including image-based sexual abuse. This new survey indicates that there is a majority view across all ages that both the government and tech companies need to do more to protect children and young people from exposure to pornography and to do far more, and faster, to support victims/survivors of image-based sexual abuse. There is strong support for age-appropriate education for children and young people about sex, relationships, mutuality, consent, and respect to be part of school SPHE and RSE curriculum, which should include a focus on how pornography is not a safe or healthy representative of any of these things.



IMAGE: Sarah Benson, Ailbhe Smyth and Alexandra Ryan launch the 'Time to Talk' report.

Additional findings from the research report, which was launched publicly on the 25th of November 2022 include:

- The majority of Irish people believe that pornography is too accessible to children, and is contributing to gender inequality and to coercion and sexual violence against women and girls.
- Despite a majority consensus in the study, there is a very notable and statistically significant difference between male and female attitudes and levels of concern about pornography.
- 75% of people agree that pornography makes children and young people vulnerable to requests to share intimate images and videos.
- The vast majority (81%) of 18-25 year olds believe that pornography is increasing young men's interest in seeking rough or violent sex.
- 81% of all respondents want age-appropriate sexuality and relationships education in all schools which includes a focus on the negative consequences of exposure to pornography.
- 71% believe that the government and tech companies can and must do more to protect children and young people from exposure to pornography and to do far more, faster, to support victims/survivors of image-based sexual abuse.
- Women's Aid highlighted the fact that its frontline support workers regularly hear disclosures where pornography is playing a role in the verbal, sexual and physical abuse women are subjected to by their male partners.

This research report was a basis for an application for a more academic piece of research on pornography which Women's Aid has commissioned in 2023.



Strategic Priority 2 is

Building and Nurturing Effective Partnerships

Over-arching Goal: To continue actively developing cross sector partnerships and strategic relationships; enabling Women's Aid to collaborate and to remain visible, active and contributing constructively to political, social and other forums responding to violence against women in all its forms.

Women's Aid values the trust of its funders and other key stakeholders. We recognise the value of mutual respect and collaborative partnerships with our funders and with peer organisations, supporters, donors and volunteers. Ensuring that Women's Aid is a trusted partner is a centrepiece of our strategy, which supports us to work effectively with other key actors in our sector. We continue to undertake key activities that will support us to deepen and strengthen our stakeholder relationships.





During 2022 the following key objectives, under the second Priority of our multi annual Strategic Plan were our primary focus:

Ensure that Women's Aid is recognised as a trusted partner to funders and agencies and other Community & Voluntary sector stakeholders.

In addition to full compliance and fulfilment of our Service Agreements with our funders during 2022, Women's Aid continued to bring the concerns and issues of women experiencing domestic violence and abuse to a number of national and local fora.

In 2022, we continued our representation roles at:

- Barnardos' Childhood Domestic Violence Project: Advisory Committee
- Children and Young People's Services Committee (DLR)
- Children Living with Domestic and Sexual Violence Group
- Familicide and Domestic Homicide Review Study: Advisory Group
- Family Justice Strategy NGO Advisory Group
- Family Law Reform Sub Committee of the Court Service
- National Monitoring Committee on the Strategy to Combat Domestic, Sexual and Gender-based Violence
- Legal Aid Board External Consultative Panel
- The SAVE Forum
- The Victims Forum
- Tusla Service-user Consultation Advisory

In addition, we continued our membership of:

- Children’s Rights Alliance
- Irish Observatory on Violence against Women and Girls
- SAFE Ireland
- St. Mary’s Community Employment Project
- The National Women’s Council of Ireland
- The Victims’ Rights Alliance
- The Wheel
- Women Against Violence Europe (WAVE)

Work with authorities, agencies and peer organisations to inform the agenda and to influence change positively, in ways that prioritise the interests of women.

In addition to our notable membership of a range of key groupings, and our formal policy submissions, Women’s Aid also foster collaborative relationships with organisations and individuals to mutually inform and strengthen responses to women. During 2022, there were meetings with a wide range of stakeholders supporting women in addiction, using homeless services and migrant women. The organisation engaged in delivery of training with agencies and received reciprocal training to increase our knowledge and competencies e.g., Women’s Aid delivered training to Community Navigators in the Immigrant Council of Ireland and received a training for our frontline staff from their Legal advisors on updates to Immigration law and policies.

Women’s Aid in partnership with The Community Foundation Ireland took a leadership role by convening a ‘Think in’ during 2022 bringing together a wide range of peer organisations and statutory agency representatives to engage in reflection and planning for long term work to increase engagement with men and boys as allies in ending domestic, sexual and gender based violence. The event also generated ideas for collective and, in some cases, bilateral projects and partnerships to support this work. The outcome of this gathering will influence strategic prevention work over the coming years.

In relation to advocacy for a transformative piece of legislation to bring paid leave for domestic abuse onto a statutory footing, Women’s Aid was the lead domestic violence organisation engaging with public representatives, unions, employers bodies and individual employers. Great progress was made during 2022 with the Work Life Balance and Miscellaneous Provisions Bill 2022 enacted in 2023, which includes paid Domestic Violence Leave for the first time in Ireland. Women’s Aid was proud to be at the helm of advocacy on this issue. As the regulations for this new law are fine-tuned, we continue to press for an individuals full rate of pay to be paid for Domestic Violence Leave.

Building and Supporting Volunteer Engagement

Volunteers provide crucial support to our National Helpline, and to our shop. All volunteers receive full training and induction relevant to their roles.

During 2022, our Helpline Volunteer Co-ordinator continued to foster positive relationships and keep the Helpline volunteer team engaged. Our Shop Manager recruited and supported several volunteers for our charity shop. Volunteers are invited to all organisational events (e.g. summer party, Christmas gathering) and receive weekly updates of our 'media watch report' and other important information updates regarding organisational activities, and briefings on government or public policy initiatives to ensure they remain fully informed. They are informed and invited to support Women's Aid various public awareness campaigns during the year also.

To coincide with our annual Volunteer Appreciation Event, Women's Aid arranged a gesture of appreciation to acknowledge the wonderful contribution our volunteers make to the organisation.

In 2023 Women's Aid is seeking to have our volunteer programme accredited.

Helpline:
1,724
volunteer
hours

Charity Shop:
546
volunteer
hours

Quotes from volunteers

"Knowing a couple of hours out of my week can potentially make a huge difference in someone's life."

"I want to give something back to society, and I believe that I am helping to make a difference."

"Volunteering has given me a real sense of purpose and I am proud to be part of a group of women working together to make a difference."

"I am proud to be part of a group of women working together to make a difference."



Strategic Priority 3 is **Strengthening Capability & Expertise**


Over-arching Goal: Support the work of the organisation by ensuring that the information, resources, systems and structures required are in place.

During 2022, the organisation focused in particular on four of the defined areas noted in the multi annual Strategy:

Prioritising the ongoing innovation of the service range, leveraging technologies and reflecting the diverse needs of women in Ireland who are experiencing domestic violence and abuse.



IMAGE: Mitchell McDermott continued their support for Women's Aid and ISPC Childline in 2022.



We invested in new systems to support effective, innovative and efficient delivery of service. These included:

- The contracting of a new E-Learning platform to support Training & Development to expand our training offer.
- Investment (with support from statutory funder Tusla) of a new integrated platform to enhance the performance of the National Freephone Helpline.
- The development (with pro bono support from technology company Support IT: of a new Database for the National Freephone Helpline to integrate with the new platform.
- The completion of installation, staff training and rollout of a new CRM system 'E-Safe' for the frontline Services (with support from statutory funder the Department of Justice).

Accessibility:

The National Freephone Helpline and Direct Services continued to offer the Language Line dial in interpretation service for any migrant women accessing support - available in over 200 languages. The online IMSS facility allows for access to support through our websites for women who prefer to communicate via 'chat' and deaf and hard of hearing women.

We will strive to embed inclusivity, diversity and accessibility across all of our work. We consider inclusivity and accessibility for diverse audiences in everything we do, internally and externally. This means ensuring that Women's Aid is a diverse and inclusive workplace as well as working to improve the accessibility and inclusivity of the training, capacity building and resources we provide to others.

Ensuring that services maintain consistently high standards of excellence.

Staff training and development was a priority and supported our commitment to enhance our inclusivity:

- All staff given a personal CDPD training budget based annually.
- Staff participated in LGBTQI+ awareness training.
- Staff participated in Cultural Competency training.
- Staff participated in a wide range of CPD training including on coercive control; Charity Law, compliance; health & safety and other topics dependent on roles and responsibilities.
- Helpline volunteers were recruited to support the Helpline support staff undertake induction and ongoing support process to ensure excellent services delivery.
- The organisation commissioned an Independent Staff Engagement survey from Quality Matters. It found Women's Aid scored higher than average in terms of staff engagement on all metrics. The organisation plans to repeat this survey annually to monitor staff engagement and has identified some key areas to develop further prior to the next rollout.

Stakeholder feedback

- Women's Aid continually seek feedback from its services users through requests for confidential feedback from Helpline users and feedback at point of case closure from direct services.
- All training deliveries elicit feedback from participants to support continuous review and updating of our specialist training to ensure we remain a centre of excellence in this regard.
- The organisation welcomes feedback from stakeholders through its feedback policy which is available publicly on the company website.
- External stakeholder feedback from donors and supporters was also sought in the creation of the Fundraising strategy, noted above.
- Pro Bono support from McCann Fitzgerald assisted the organisation to ensure that its policies in areas of Child Protection, Data Protection and other related areas of compliance were reviewed and updated as required during 2022.
- The organisation continues to proactively engage with its statutory funders and seeks to ensure funder satisfaction through ongoing positive engagement, submission of concise, accurate and informative reports and attendance at formal Service Level Agreement meetings.

Ensuring that the voice of service users is strongly represented in the data and information we collect.

Data: The Direct Services provide rich anonymised data on women's experiences, the trends emerging and the needs they have which Women's Aid will incorporate into its impact reports, submissions and through public representation to try and improve supports and responses to victims/survivors and combat abuse.

Survivor collaboration: Women's Aid has a long track record of engaging with survivors to share their experiences and, crucially, their views on how we can improve response to combat domestic abuse. All our public events in 2022 incorporated a survivor's direct contribution. Many additionally offered their anonymised stories in support of awareness and fundraising activities during 2022. Several survivors act as ambassadors for our TooIntoYou campaign.

Continual Learning, Reflection and Development in All Aspects of our Work is Vital

During the three years of our current strategy, Women's Aid will focus on developing its organisational infrastructure. The activities under this priority will ensure that Women's Aid has the information, skills, expertise and capabilities it requires to develop its service, achieve service excellence and continually evolve the range of services and activities required to deliver Women's Aids goals.

Developing diverse, sustainable multi annual income streams.

Women's Aid strives each year to maintain and preserve the trust and confidence shown to it by statutory funders. During 2022 the organisation was successful in securing two multi annual funding grants from Pobal and the Department of Justice. The Department of Justice further approved funding to support a national roll out of the unique High Risk Support Project which is delivered in partnership with An Garda Síochána and Vodafone Foundation. The organisation also gratefully received additional grant funding from Tusla to continue to support our direct services and to invest in supporting infrastructure for the National Freephone Helpline service.

To plan for stability and sustainability into the future, the organisation invested in the development of a detailed and ambitious multi annual fundraising strategy, with a supporting operational plan to assist Women's Aid navigate a period of exceptional growth and expansion.

Fundraising in 2022

In addition to our need for continuing vital core funding from statutory sources, Women's Aid relies on fundraising to innovate, develop and deliver a broad range of our social change initiatives. Donors and fundraisers are at the heart of making our work possible and their support ensures women are empowered at every step of their journey. In 2022, our generous supporters allowed us to deliver life-changing and life-saving frontline services as well as supporting our work towards our vision of an equal Ireland with zero tolerance of domestic abuse.

Women's Aid raised €3.25 million through fundraising in 2022

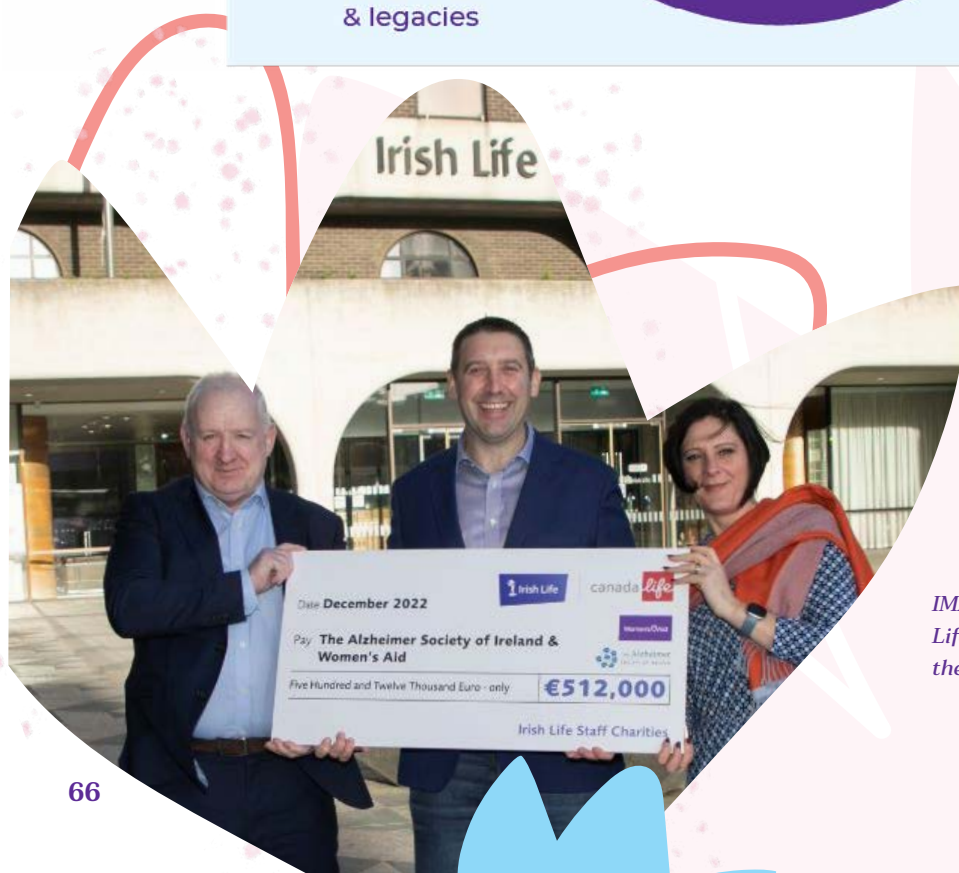
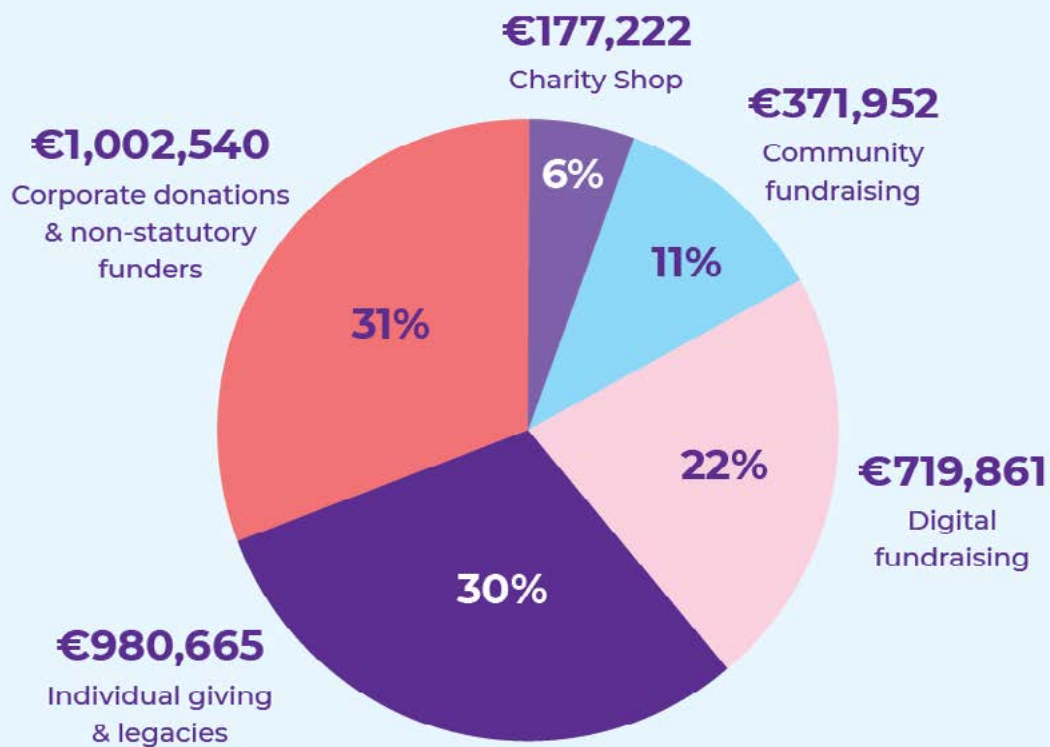


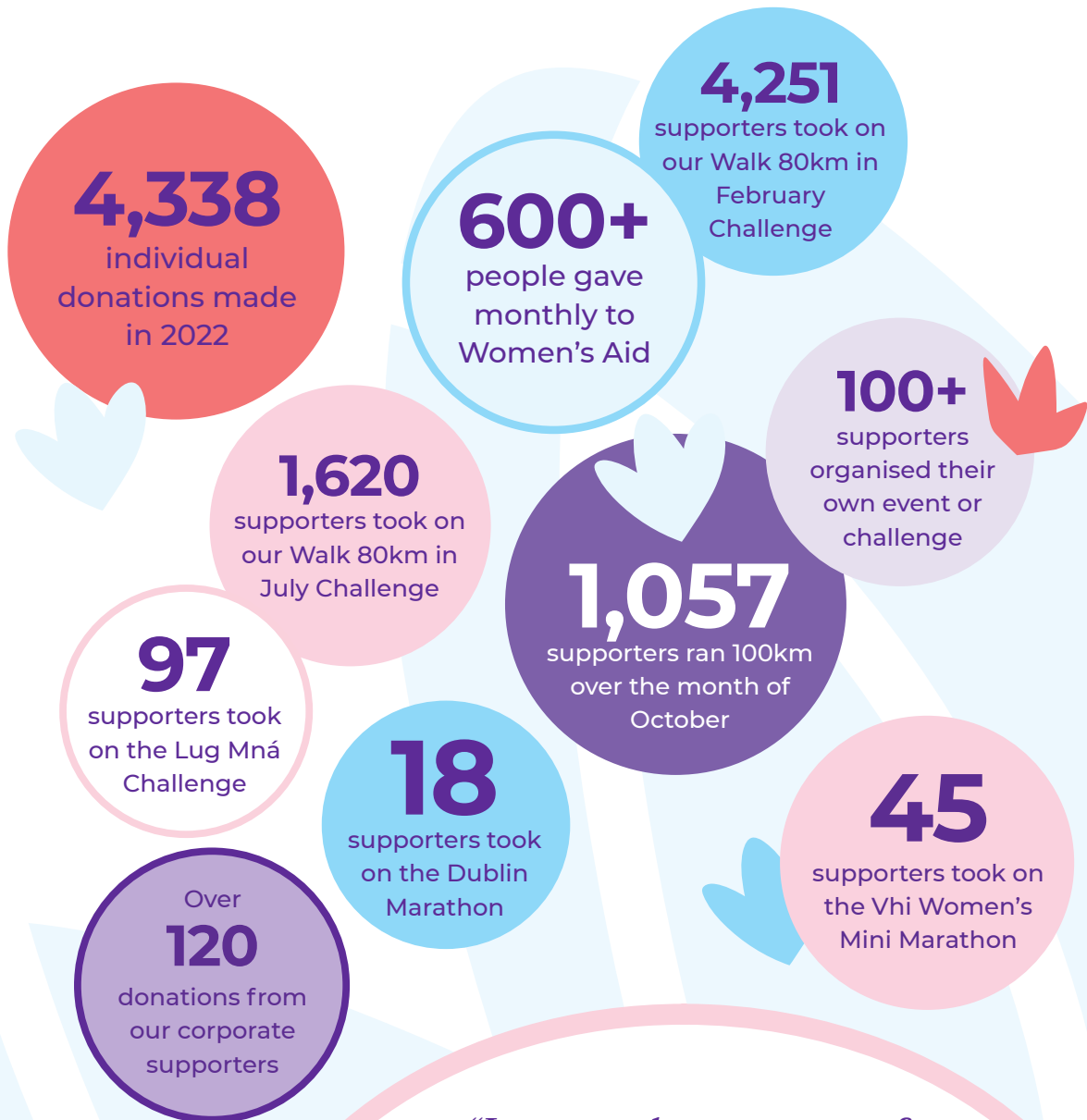
IMAGE: Women's Aid was one of the Irish Life charity partners in 2022 alongside the Alzheimer Society of Ireland.

What Fundraising Makes Possible

The amazing support Women's Aid receives enables us continue to prevent and address the impact of domestic abuse and drive change for a zero tolerance of all forms of violence against women, by:

1. Supporting and enhancing the delivery of the **24hr National Freephone Helpline** (including the Language Line and Instant Message Support Service) and our **Face-to-Face support services** including outreach, our High Risk Support Project and our Court Support service.
2. Fully funding the **Maternity Project** including training, awareness, policy development and outreach Support.
3. Making available the **Emergency, Security and Legal Funds** to women engaged with our frontline services and continuing the **National Women's Emergency Needs Funds** distributed through local and independent domestic violence services across the country.
4. Creating our **Survivor Empowerment Project** to research, design and deliver an exciting and inspiring piece of work to collaborate with women who are expert on domestic abuse through their own lived experience, and who are interested in engaging with Women's Aid to be active agents for social change.
5. **Reaching young people through our Too Into You pilot project** to educate about healthy relationships and the red flags of intimate relationship abuse.
6. Redeveloping the **Women's Aid website** to provide crucial information on domestic abuse and support available to hundreds of thousands of visitors.
7. Supporting the **delivery of specialised training** and continue our work to support employers to address domestic abuse as a workplace issue through our **Employer Engagement programme**.
8. Continuing the **Femicide Watch and commission wide ranging research** on custody and access in the context of domestic abuse, intimate partner violence and disabled women and the harms of pornography and the links with gender based violence.
9. **Raising awareness** and **providing information** on domestic violence and abuse to victims and survivors, their families and friends, their communities and wider society.
10. **Providing solution-based recommendations** on improving preventions, legal responses, policies and protections to support women and children.

Your Support in Numbers:



“Increased awareness of domestic abuse and the rise in Femicides in 2022 shone a spotlight on the most extreme consequences of violence against women in our society. By supporting Women’s Aid in 2022, our donors, fundraising volunteers and partners wanted to be part of our movement to create zero tolerance of domestic abuse, and all forms of violence against women.”

Fundraising Highlights

Individual Giving and Legacies

Last year our loyal and kind supporters continued to donate to our appeals throughout the year. Once-off and regular donations and grants by individuals continue to be the backbone of our organisation. Their commitment and generosity make a huge difference.

We were honoured to receive a number of legacy donations and are moved by the fact that a number of people chose to leave a gift in their will to Women's Aid, in order to support our ongoing work to increase safety and protection for women and children.



IMAGES: Our fantastic supporters helping Women's Aid on 80k walk and Lug Mna event

Community and Digital Fundraising

Over the past year, our community has come together to show support and solidarity for women subjected to domestic violence and abuse.

It was a year of extraordinary support, and we are grateful to have had schools, universities, sports clubs, community groups and individuals come together, to get involved in our fundraising activities throughout the year.

From long distance walking challenges and marathons, to skydiving and triathlons, our supporters have gone above and beyond to raise vital funds for Women's Aid.

Corporate and Philanthropic Partnerships and Support

Through the support of our corporate partners in 2022, Women's Aid has been able to help more women across Ireland subjected to domestic violence.

We benefited from staff nominations as Charity of the Year with Irish Life, CACI, Matheson, Twitter Dublin, Musgraves Marketplace, Wolfgang Digital, Fyffes, and Volkswagen Group.

We continued very successful partnerships with Imbibe Coffee, YSL Beauté, Allianz, SA, Vodafone and the Vodafone Foundation Ireland, and Celtic Anglican Water.

We also received company donations and staff fundraising income from Accenture, Mitchell McDermott Construction, Deloitte, L'Occitane, ESB, The Grafton Group, Avolon Eurospace, Mason Hayes Curran, Vistra and Goldman Sachs Gives.

Our Charity Shop

In 2022, the customers of the Women's Aid Dundrum Village Charity Shop helped us raise over €177,000. We thank everyone who shops with us, who donates stock and volunteers their time. We couldn't continue to have this vital presence in the local community and raise much needed funds to support our work.



IMAGE: Marie McArdle, Charity Shop Manager, Dundrum, Dublin 14.



IMAGE: Twitter staff supporting Women's Aid on their Volunteer Day



IMAGE: Sarah Benson at the Women's Aid Supporter Thank you event, December 2022.

Benefit in Kind

We also benefited from a donation of a radio campaign to the value of €48,000 from Bauer Media to create a multilingual radio ad based raise awareness among migrant women of the issue of domestic violence and abuse and the accessibility of the National Freephone Helpline in over 200 languages.

The technology company Support IT supported Women's Aid to develop a new database for the National Freephone Helpline to integrate with the new platform. This pro bono support was valued at €21,000.

We also received Pro Bono support from McCann Fitzgerald assisted the organisation to ensure that its policies in areas of Child Protection, Data Protection and other related areas of compliance were reviewed and updated as required during 2022. This legal advice was valued at €15,000.

Space does not allow us to thank each and every one of our donors, supporters and volunteers but to all of you who have helped us to support thousands of women and their children at every crucial step of their journey to safety throughout 2022...

Thank you!



Hope for the Future

Despite 2022 being a year of fear for many women, it also was a year when there was a shift in understanding for many men of the fear that women carry with them daily and how the fear is heightened during simple everyday experiences, such as, going for a run, returning from work, and waiting on and taking public transport. Prior to this, the Covid-19 pandemic safety restrictions, allowed for a public realisation of how unsafe the home can be for many women. The two compounded, gave a real awakening to the Irish public and led us to reflect on whether anywhere can truly feel safe for women? We cannot lose this opportunity to push forward for a zero-tolerance approach to gender-based violence and make our vision of this a reality.

A Cooperative Community to End All Forms of Violence Against Women

In order to be effective, our work to address violence against women must challenge all forms of discrimination that women experience. While our work remains focused on preventing and responding to violence and abuse experienced by women and their children, we support the work of others whose primary focus is addressing other forms of oppression, and we work collaboratively to address all violence against women. This includes working with men as allies to promote healthy and respectful relationships, to foster a positive masculinity for boys, and to challenge and prevent gender-based violence. We know we cannot achieve success alone. We must be a part of a cooperative community alongside our colleagues in civil society and community organisations, and with statutory partners and survivors. We will work steadily with our partners, survivors, funders and peers across the sector, collaborating where our interests are aligned and working to bring about the fundamental social change that is expressed in our vision.



IMAGES: Women's Aid celebrates 30 years of the National Freephone Helpline in November 2022.

Marking 50 Years of Women's Aid in 2024

As well as important and impactful research projects, we have an upcoming key milestone to celebrate. Women's Aid will be marking its 50th Anniversary in 2024. This is an important time for Women's Aid as it an opportunity to take stock of the many, many women and children we have supported, lives positively changed, the growth as an organisation, the legislative changes which has increased access to women's and children's rights and the heightened awareness of the Irish public on domestic violence and abuse. It is also an opportunity to demonstrate our continuing dedication to women and children experiencing the impacts of domestic abuse.

We are committed to listening to, believing, supporting and empowering women and children in Ireland, subjected to domestic abuse – past, present and future. We will play our part to create a more equal world that is a safer and better place for everyone.

Finance and Governance

Note: More detailed information is available in our Directors Report and Audited Financial Statements for 2022 available at www.womensaid.ie

Objectives and Activities

The main object for which the company is established is:

Women's Aid is a leading national organisation that has been working in Ireland to stop domestic violence against women and children since 1974. We work to make women and children safe from domestic violence by offering support to women and their families and friends, providing hope to those affected by abuse and working towards justice and social change.

The Women's Aid Constitution sets out the main objectives for which the Company was established:

1. To provide a range of high quality, specialized, integrated, domestic violence services to protect and assist women and children experiencing domestic violence. These high quality specialised services to include but not limited to the operation of a helpline, a court accompaniment service, a training unit and a one-to-one service enabling women experiencing domestic violence to attend for a meeting with a staff member of Women's Aid.
2. To be a centre of excellence for the provision of training to frontline responders to the issue of domestic violence.
3. To bring the experiences, needs, concerns and requirements of women and children experiencing domestic violence to the legislative and policy making fora and to continue to lobby for changes in domestic violence legislation in order to keep in step with ever changing social and political times.
4. To be a centre of excellence for the development of professional and organisational responses to women and children experiencing domestic violence.
5. To articulate the reality of domestic violence, the impact of domestic violence on women and children and the community and the need and opportunities for change.



6. To use the expertise, knowledge and experience of the organisation to promote the protection and welfare of children of all ages and teenagers living with or at risk of domestic violence.
7. To be an informed organisation responsive to the needs and interests of women and children experiencing domestic violence.
8. To hold fundraising events for the purpose of raising money for the organisation in order to assist it in achieving its stated objectives and goals.

Support and Enhance Governance, Compliance and Leadership

To support and enhance our governance, compliance, and strong leadership, the Board:

- Commissioned an independent Board evaluation and a review and update of the Board Skills Matrix.
- Commissioned an independent review of its updated risk management framework (review of work undertaken following a detailed 2021 review of this framework to assure quality implementation of recommendations).
- Initiated a strategic 'away day' for Board and management team to ensure connectivity and congruence between the Board and executive in delivery of the strategy.
- Supported quarterly Leadership away days for senior Management to support adaptive leadership during a period of growth.

Financial Summary 2022

Women's Aid is a Company Limited by Guarantee not having share capital.

	Total	Total
Income and Expenditure 2022	2022	2021
	€	€
Tusla Child and Family Agency	881,302	813,255
Department of Rural & Community Development	90,488	89,975
Department of Justice	231,722	217,580
Other non statutory grants and income	522,574	464,323
Training and Development	109,945	37,819
Charity Shop	177,222	109,796
Donated goods, services and facilities	84,117	
Corporate donations	479,966	371,841
Individual giving	980,665	701,854
Digital fundraising	719,861	811,396
Community fundraising	371,952	92,046
Total income	4,649,814	3,709,885
Expenditure on:		
Charitable activities	2,883,157	2,914,237
Costs of raising funds	621,403	465,854
Total expenditure	3,504,560	3,380,091
Operating surplus for the year	1,145,254	329,794

Important note on the 2022 surplus:

While the surplus indicated above is €1,145,254, it is important to note that the Board have designated an additional €1,674,620 of our unrestricted reserves to designated funds as seen in note 17 of the financial statements. Designated funds at the end of the year 2022 total €4,133,288 (2021: €2,828,086) which are funds designated by the Board for the purposes set out in the table on page 78 of this impact report.

	Total	Total
Balance Sheet 2022	2022	2021
	€	€
Fixed assets		
Tangible assets	583,143	604,074
	583,143	604,074
Current assets		
Debtors	320,226	157,636
Cash at bank and in hand	4,555,717	3,467,268
	4,875,943	3,624,904
Creditors: amounts falling due within one year	(482,907)	(398,053)
Net current assets	4,393,036	3,226,851
Total assets less current liabilities	4,976,179	3,830,925
The funds of the charity:		
Restricted funds	41,000	-
Unrestricted funds - designated	4,133,288	2,828,086
Unrestricted funds - general	801,891	1,002,839
Total charity funds	4,976,179	3,830,925

Designated Reserves Summary 2022

Designated purpose	Description	Amount €
6 months operational costs plus costs of closure	To ensure Women's Aid's core charitable activities could continue during a period of unforeseen difficulty. Women's Aid has an operating reserves policy of six months operating costs and includes the cost of making staff redundant in case of an emergency.	2,155,286
New HR system	This software is required to support our growing team with time on/off management and our HR function	10,500
Maintenance Women's Aid Head Office and Charity Shop	To ensure our buildings are fit for purpose to facilitate essential service delivery	45,000
Women's Aid Website	Once off contracted expense relating to our website upgrade which will be completed in 2023	8,897
Strategic Planning	Ongoing review, planning and evaluation of organisational impact - both internally and externally.	10,000
National Emergency Fund for Women and Children 2023	Emergency funds to directly benefit women and children nationally via a scheme, offered through a formal process, to qualifying local specialist domestic violence services throughout the country. The Women's Aid Board approved this grant scheme to run for a fixed period of three years: 2021-2023	310,000
Women's Legal, Security and Emergency Fund 2023 & 2024	Providing direct, practical assistance to women and their children accessing Women's Aid direct services, for disbursement over two years.	330,000
Maternity Outreach Project 2023 and 2024	Designated to ensure continuity of this innovative 3.5 year pilot project which commenced in April 2021 to collaborate with partner maternity hospitals in support of pregnant women experiencing or at risk of domestic violence. The pilot comprised of specialist training, development, and outreach and targeted awareness raising components.	328,407

Designated purpose	Description	Amount €
Too Into You Project costs 2023 and 2024	A Strategic Communications pilot initiative, which focuses on expanding and developing Women's Aid dedicated work to raise awareness and offer support to young women (18-25s) subjected to or at risk of intimate relationship abuse.	190,809
Survivor Empowerment project (1 year project)	A Strategic Communications initiative to create a framework for engagement with survivors, to empower them to collectively identify themes for social change they wish to express, and support the development of a formal 'manifesto' to give expression to their voices.	124,724
Research - 'Custody and access / Irish Family Law System'	An 18 month research project, aiming to provide a comprehensive, evidence based examination of how effectively the Irish Family Law system proceedings relating to Custody and access: a) responds to the needs of victims and survivors of domestic abuse b) vindicates the rights of children to have their voice heard during such proceedings.	100,000
Research - 'Disabled Women and IPV'	This is a collaborative research project between Women's Aid, the Disabled Gender Based Violence Taskforce and Trinity College Dublin, School of Social Work and Social Policy. The research objective to shine a spotlight on the under-reported issue of domestic abuse and intimate partner violence of disabled women, and to make recommendations to inform the development of more effective means for disabled women to safely disclose and access appropriate support.	42,000
Zero Tolerance Fund	Funds designated to collaboratively progress prevention activities targeted at positively contributing to zero tolerance for DSGBV. Activities including, but not restricted to: engaging men and boys as allies; addressing the harms of pornography.	121,000
Counselling project - Services	This is a pilot initiative which will be run by our Services department during 2023 to resource and offer counselling support to services users in need, at the point of case closure with Women's Aid direct services, of additional support for trauma healing.	50,000

Designated purpose	Description	Amount €
Employer Engagement Project	A Training and Development initiative to develop a targeted offer to employers to increase workplace supports to victims/ survivors of domestic abuse	133,000
E Learning - Training & Development	Resources to design and develop a number of new 'E-Learning' training resources for our Training & Development Department	30,200
Strategic Communications consulting and salary costs 2023 and 2024	Ringfencing non funded salary and policy consultancy costs for our Strategic Communications department.	143,465
Total		4,133,288

Sources of Funding

Women's Aid received less than 50% of statutory funding for running costs in 2022. Statutory funding accounted for 34% of expenditure in 2022. Income from statutory sources during 2022, provided vital support to the organisation in the delivery of frontline services, training delivery and strategic public awareness raising. The statutory sources of income were as follows, and as specified in the financial pages of the Directors Report and Audited Financial Statements for 2022:

- Tusla, Child and Family Agency
- The Department of Justice (Victims of Crime Scheme)
- The Department of Rural and Community Development (Pobal)

The funds received from all statutory sources are restricted for a fixed period. The remainder of Women's Aid funding (approximately 66% of expenditure in 2022) is sourced annually through fundraising donations, training income, charity shop income and non-statutory grants.

Remuneration of Staff & Remuneration Policy

Numbers of staff in receipt of in excess of €60,000 per annum during 2022

- €60,000 - €70,000: 5 people
- €70,000 -€80,000: 0
- €80,000 - €90,000: 1 person

Independent Auditors Report

Opinion

We have audited the financial statements of Womens Aid Company Limited by Guarantee for the year ended 31 December 2022 which comprise the Statement of Financial Activities, Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 . The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2022 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the Director's Report is consistent with the financial statements; and
- the Director's Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report. We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of director for the financial statements

As explained more fully in the Director's Responsibilities Statement, the director is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the director is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the director either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at:[http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-inIre/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-inIre/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Ian Lawlor for and on behalf of JPA Brenson Lawlor

17 May 2023

Chartered Accountants

Statutory Audit Firm

Argyle Square

Morehampton Road

Donnybrook Dublin 4

D04 W9W7

Governance and Other Information

Board Members in 2022

Ailbhe Smyth

Salome Mbugua Henry

Suzanne Handley

Martina Quinn

Golda Hession

Olwen Dawe (Joined May 2022)

Niamh NiDhomhnaill

Lucy Maguire (Joined May 2022)

Rosaleen McDonagh

Governance

Our dedicated Board Members strive to ensure that the charity carries out its charitable purpose, lives its values and conducts its business in a transparent and responsible manner. The Board met ten times in 2022 and matters included; oversight of the delivery of the strategic plan; review, monitor and mitigate matters of risk; ensure compliance with regulation and legislation; financial oversight; and organisational development. There are three sub committees and they undertake responsibilities as designated by the Board; Finance, Audit and HR Sub Committee, Governance and Risk Sub Committee and Strategic Planning Sub Committee.

A comprehensive Governance Handbook is in place to support the operations of the Board, in conjunction with the Women's Aid Constitution. Our organisation conducts an annual appraisal of its own performance, that of its Board and Committees, and that of individual Board members. Particular emphasis is given to delegation of responsibilities, communication channels and methods, skill sets and skill gaps, training needs and relevant external factors (such as changes in legislation and regulatory frameworks).

During 2022 Women's Aid completed a compliance report in accordance with the Charities Governance Code.

Women's Aid is a Company Limited by Guarantee with a registered office at 5 Wilton Place, Dublin 2, D02 RR27.

Women's Aid is also a charity (Charity Reg No. 20012045).

The Company Registration Office number is 58035 and the CHY number is 6491.

Women's Aid

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D02 RR27

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Registered Charity No. 20012045

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Women's Aid