

ANNUAL REPORT



2023/24



www.footprintswomenscentre.org 🗨 028 90 923444





reception@footprintswomenscentre.com

THE SITUATION

Women face **social inequality** and **economic disparity**. Gendered social norms construct women as care givers and providers, yet unpaid **work** is clearly associated with poorer **health** for women.

Women are disproportionately impacted by climate change because it exacerbates the existing outcomes of entrenched gender inequality.

Women face a **poverty** premium and with spiralling living costs the impact is greater than ever.

Women are considerably more likely to experience repeated and severe forms of abuse, including sexual violence. They are also more likely to have experienced sustained physical, psychological or emotional abuse, or violence which results in injury or death.

Women are the "shock absorbers" of society.

OUR MISSION

Our mission is to enable women and girls in the Colin community to grow to ensure their voices are heard and they take their rightful place in a just and equal society.

OUR VISION

Our vision is to eradicate inequalities that impact upon the lives of women and children.

OUR VALUES

- To demonstrate Respect through listening actively to others and being non-judgemental.
- To create a Welcoming friendly atmosphere.
- To recognise **Diversity** through treating people as individuals.
- To demonstrate **Equality** through showing no difference among those we work for and with.
- To maintain **Confidentiality** through being clear about boundaries and meeting the requirements of the confidentiality code.
- To provide **Support** through matching need.
- To demonstrate **Commitment** through generating positive energy individually and collectively.
- To underpin work with a Feminist ethos that raises Awareness of the inequalities experienced by women in society and provides interventions to redress the balance.

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FOREWORD BY THE CHAIR





As Chair of Footprints Women's Centre, it is a privilege to lay out this report reflecting the great work of our organisation.

This year, like many before it, has brought both challenges and opportunities for the community sector. The ongoing uncertainty surrounding strategic and sustainable funding streams has placed significant pressure on organisations like ours. Yet, the value of the community sector in delivering Northern Ireland's Programme for Government and numerous associated strategies cannot be overstated. Our work remains a cornerstone in meeting the needs of women and families across this region, including some of the most vulnerable, and our impact is felt across the Colin area and beyond.

Throughout this financial year, Footprints has continued to demonstrate resilience, creativity, and adaptability, with our services constantly evolving to address the needs of the women and families we serve, even in the face of adversity. This would not be possible without the dedication and vision of our Chief Executive, Lisa Maclean, the commitment of our Board of Directors, and the hard work of our incredible staff. I wish to take this opportunity to extend my heartfelt gratitude to everyone one of them for their unwavering efforts.

As we look to the year ahead, we remain steadfast in our commitment to ensuring the rights and needs of women and girls are upheld.

Equally, we will continue to prioritise the wellbeing and support of our staff as they deliver vital services within our community, that for many, are a lifeline.

I wish to relay a final word of thanks to all those who make the work of Footprints possible. Our funders, the women and families who pass through our doors, and all those who show their support to this organisation in any way. I look forward to continuing our impact in the year ahead.

Together, we make a difference.

Alana Fisher Chairperson



Together, we make a difference....

CHIEF EXECUTIVE'S REPORT

The past year has been a successful and also challenging year for Footprints Women's Centre and for the women's community and voluntary sectors overall. We continue to provide essential services for women and girls in the Colin area and over the year we have successfully maintained and developed new partnerships to support our work and increase the impact of what we deliver.

However, there remains significant challenges for communities, having emerged from pandemic we unfortunately continue to navigate the Cost-of-Living Crisis. These major events have long-term consequences which continue to be felt and this is likely to be the case for years to come. From research carried out it is evident there is a gendered impact of these events and this is evidenced through increasing demand for some services. We have experienced an increase in the need for 1-1 support over the last year and with increasing numbers of women reporting domestic abuse we very much look forward to the adoption and roll out of the Ending Violence Against Women and Girls strategy and the associated funding, that we hope can go beyond raising awareness of domestic abuse.

As an organisation we are developing a new strategic plan for the next three-year period and seek to focus on a number of priorities that we believe will guide us clearly towards our vision, delivering positive outcomes that meets the needs of the women and their families in the Colin area. We also hope the plan can support growth for Footprints as an organisation. We believe more than ever that we are in a new chapter, whereby the complexity of need is greater and yet the external market we operate within is experiencing decreasing levels of intervention, increasing overheads, a labour crisis that has meant new and innovative ways of recruiting to attract staff into some roles and a general feeling of unrest as governments struggle to stabilise.

Aside from all the challenges there remains significant hope. The third sector has no shortage of innovative people working and volunteering within it and Footprints is no exception; with a talented workforce who remain committed to ongoing development and learning, a healthy pool of amazing volunteers who give their time and skills so generously and with much collaborative working with others, the people power is well and truly evident. We hope to harness the dedication further and seek new opportunities to grow our social enterprises over the coming year, including our new Danu Street Kitchen as well as exploring some other new opportunities.

I have witnessed so many glimmers since I took up post in June 2023 it would be impossible to try and pinpoint a particular highlight or detail any one success. I am continually impressed by the organisation and I am in no doubt that our people are what make Footprints the successful and excellent organisation it is. There has been a history of strong leadership from the board and senior team and this has ensured Footprints has been at the forefront of many exciting and ground-breaking initiatives.

I would like to thank Footprints volunteer board of directors for their commitment to the mission and vision of the organisation, their dedication to leading with excellence and for simply being a thoroughly inspirational group of women who will settle for nothing but complete professionalism and make decisions with absolute discernment.

I have had the joy to become part of the team and am encouraged by the year behind us and excited for the one ahead. There is much work to be done and as a team we are ready to embrace it!

Lisa Macelan

FINANCIAL REPORTS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	U Notes	nrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from: Voluntary Income Charitable activities Other trading activities Investments	3 4 5 6	37,138 - 271,844 1,578	150 535,122 - -	37,288 535,122 271,844 1,578	83,150 - 271,875 1,636	518,428 - -	83,150 518,428 271,875 1,636
Total income		310,560	535,272	845,832	356,661	518,428	875,089
Expenditure on: Raising funds Charitable activities Total expenditure	7 8	172,130 133,801 305,931	540,048	172,130 673,849 845,979	145,071 125,015 270,086	548,010	145,071 673,025 818,096
Net income/(expenditu	ıre)	4,629	(4,776)	(147)	86,575	(29,582)	56,993
Transfers between funds					(483)	483	
Net movement in funds		4,629	(4,776)	(147)	86,092	(29,099)	56,993
Reconciliation of fund Fund balances at 1 April		680,940	704,167	1,385,107	594,848	733,266	1,328,114
Fund balances at 31 N 2024	larch	685,569	699,391	1,384,960	680,940	704,167	1,385,107

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FINANCIAL REPORTS

CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2024

		203	2024		2023	
	Notes	£	£	£	£	
Fixed assets						
Tangible assets	14		716,743		742,685	
Current assets						
Debtors	15	48,170		50,409		
Cash at bank and in hand		653,818		650,906		
		701,988		701,315		
Creditors: amounts falling due within one year	16	(33,771)		(58,893)		
Net current assets			668,217		642,422	
Total assets less current liabilities			1,384,960		1,385,107	
Income funds						
Restricted funds	18		699,391		704,167	
Unrestricted funds						
Designated funds	19	241,925		209,522		
General unrestricted funds		443,644		471,418		
			685,569		680,940	
			1,384,960		1,385,107	
			1,004,000		1,000,107	



FOOTPRINTS SUPPORT SERVICES

Footprints provides the only 'open door' crisis intervention service in the Colin Community for women. The daily demand for the service, demonstrates the overwhelming need that exists within the community for vital support services.

Footprints Support team continues to provide much needed gendered support to women and families in the Colin area. Services include weekly drop-in groups including: Alcohol recovery, older women's groups; support service for women experiencing domestic abuse; advocacy; referral to specialist agencies; stress management techniques; assist suicide first aid contact point and domestic abuse awareness raising programmes. We have hosted a one stop shop, welcoming partner organisations into the Centre for advice and guidance.

Family support continues to provide 1-1 support, CHAMPS (Children Healing through Art, Movement. Play and Smiles) and bespoke programmes to support parents and families. Our Young Girls Group continues to provide gendered support and leadership capacity building for young girls in the area.

Partnerships and collaborations with local and wider networks includes, Groundworks, STEMNI, RSPB, Belfast Harbour Commission, and Playboard NI.

All of this work is delivered by a highly skilled team who bring specialist skills and experience ensuring that services continue to meet the diverse range of needs of the women and families in the area. We have developed positive working relationships with key agencies, including Social Services, Belfast and Lisburn Women's Aid, PSNI, Multi Agency Risk Assessment Conference, NIHE, Colin Neighbourhood Partnership, Sally Gardens and Colin Surestart, ensuring access to a wide range of services is promoted and developed.





FOOTPRINTS CHILDREN'S SERVICES

Children's Services remain a vital resource to women in the Colin community accessing employment, training, volunteering, and respite support.

Children have daily access to our Green Flag Award winning gardens and outdoor spaces, play resources and sensory gardens in promoting and supporting positive health and wellbeing. We are also a registered NI Forest School, recognising our children's contact with nature to be extremely important from an early age.

Our Day-Care facility continues to deliver affordable and flexible childcare to working parents and women in full and part-time education/training. In addition, we continue to deliver day-care for childcare respite, providing childcare places for children at risk of going into care and families in need of support. The Centre also takes emergency social services referrals. Without this vital service many children would be left in unstable circumstances in relation to family life and environment.

Our annual inspection was carried out in December 2023 by South Eastern Trust's Early Years Service, who undertake the registration and inspection of day-care provision in the Trust area. We are very pleased to report we received an excellent result with minimal recommendations. Our staff team work hard to maintain high standards which are demonstrated through excellent inspection results each year and high levels of satisfaction from our parent feedback surveys also.

Our services for 5-16 year old's continue to provide unique and innovative learning programmes and activities led by our highly qualified and experienced staff. The waiting lists and feedback from the programmes highlight the commitment from the staff who provide daily programmes, activities, visits and also a summer scheme.





FOOTPRINTS TRAINING & EDUCATION

Our Training and empowerment programmes continue to provide high quality capacity building programmes for women in a safe and welcoming space. The wide range of accredited and nonaccredited programmes on offer reflect Footprints responsiveness member's to survevs consultations. We have experienced a change to our funding of our training and education programmes and as such have re-designed the programme, consulting with women as to what they feel would be beneficial to support their learning and development. We have been part of the Women Breaking Barriers programme, which has been delivered through Women's Support Network, partnering with the Women's Resource and Development Agency (WRDA). The programme is funded by UK government's Shared Prosperity Fund and this has experienced some changes due to a change in government. We hope this initial project has supported learning for a second phase and the funding can be granted to further support the work that has commenced under the programme, which seeks to work with women who are considered economically inactive.

We are extremely privileged to be working with a philanthropist who has granted funding for Essential Skills programmes to support women who wish to upskill, to help them either secure employment or to retrain for a new career.

This programme will commence in the next academic year and we look forward to developing this pilot programme which we hope will transform the lives of the women who embark on the programme. We are grateful to the funder, who is committed to working alongside us to drive and ensure maximum impact across a range of priorities.

Our Community Kitchen / Cookery School has delivered a range of skills based accredited programmes supporting women's employment opportunities and work and volunteering opportunities. Ove the coming year we are keen to grow the offering within our community kitchen and already have the wheels in motion to work with new partners in this setting.

Health & Wellbeing remains a priority within our programme recognising the immense value in carrying out work within the Centre that supports not only awareness, but supports a preventative model of work, particularly in relation to mental health.

Footprints Good Relations work remains part of the Centre core services and our Syrian Women's Group continues to develop and grow, meeting weekly in the Centre to share food and support and take part in conversational English classes.



FOOTPRINTS SUSTAINABLE LIVING

Throughout this year food services continued to provide nutritious meals, daily for children in Day-Care, offered a range of accredited and non-accredited cookery skills programmes in the Community Training Kitchen and operated the Social Supermarket service at Footprints.

We gratefully acknowledge DfC Pilot Social Supermarket continuation funding which enabled Footprints to meet the high levels of need for food support within the community. As the cost-of-living crisis deepened, Footprints in partnership with Colin Surestart established a pop-up Social Supermarket, at Mount Eagles Community Centre. A room in the Community Centre was refurbished to house the Social Supermarket which is open one morning a week for families in the local area. Our thanks also to Choice Housing, Glenwood Enterprise and private donors for their donations and funding awards which support both Social Supermarkets.

The success of the Social Supermarket model was profiled by Food Cloud IOI in a film launched this year, demonstrating how incorporating surplus food into core community services has helped to create a more connected and sustainable local economy.

We also gratefully acknowledge National Lottery Community Fund as we progressed our plans in the second year of a People & Communities grant. In addition to the delivery of cookery school and food growing programmes, we focused on developing our social enterprise activities to generate new income streams to sustain services. Alongside the provision of a room hire catering service at Footprints Women's Centre, we are working towards the opening of Danu Street Kitchen, with a view to connecting with Belfast's vibrant food truck trade.

Footprints journey building a sustainable community continues and we were delighted to retain the Green Flag Community site award 2023/24 and to facilitate, Repair Cafe Belfast on two occasions throughout the year.

We also commenced the process to achieve Belfast Business Promise accreditation. This standard recognises employers working to make Belfast a better city and involves providing good jobs, whilst supporting a sustainable economy and building a healthier city for everyone. The accreditation also recognises an organisation's commitment to working towards the UN's Sustainable Development Goals.



STRATEGIC DIRECTION 2025-2028

PURPOSE

To continue to build a strong, resilient, collaborative and influential organisation; operating with radical compassion and serving the needs of women and children in the Colin area whilst furthering our commitment to our mission and vision.

FOCUS

- Continuing to design and deliver services using a community-based approach that is responsive to the needs of women and their families, ensuring services remain person-centred.
- Growing income streams by increased enterprise diversification and a fresh focus on growth through improved facilities, focused activities and increased collaboration.
- Increasing the profile of the organisation and its work, to support the mission and vision as well as opening opportunities for increased influence, collaboration and activities in relation to CSR and philanthropy.
- Continuing to invest in the people within the organisation to ensure we are employers of choice and our team are best placed to serve the Colin community.
- Continuing commitment, growth and expansion of our sustainable living workstream, which seeks to incorporate project-based learning & prioritises carbon literacy to create a lasting impact and strengthen behavioural change.

OUR PRIORITIES

WOMEN'S SOCIAL AND ECONOMIC **EMPOWERMENT**

ENDING VIOLENCE AGAINST WOMEN AND GIRLS

Promoting positive social

engaging men and boys

spaces and continuing to

promote practices to help

receive advice, support

norms including

Safeguarding safe

women and girls to

Campaigning and

to FVAWG

lobbying to continue to

drive legislative changes

and advocacy

WOMEN'S PARTICIPATION AND LEADERSHIP

Ensuring women know

living the life they

choose.

girls from all

levels

backgrounds and

and exercise their rights,

Supporting women and

ethnicities to participate,

to influence changes in

law and policies at all

Ensuring women can

speak up and say what

they want in a safe way

WOMEN'S **HEALTH** AND WELLBEING

CLIMATE CHANGE AND SUSTAINABLE

Supporting more women to learn new skills

Supporting women to have equitable access to services and resources

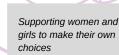
Promoting and educating in sustainable living practices to support women to positively contribute to the environment and society for future generations

1 NO POVERTY



Remaining engaged

throughout a woman's journey







Strengthening education and access to services that relate to fertility and pregnancy, post-natal healthcare, baby loss, menopause, and gynaecological services

Continuing to promote a person-centred, holistic approach with a specific focus on prevention and independence.

Working in partnership to promote health and ensure more equitable life opportunities for all

Support local, sustainable, and climateresilient food production

Lower the community's carbon footprint through energy efficiency, behavioural change and cleaner alternatives.

Foster climate education and awareness, building a climate-conscious community that understands the importance of sustainability







remain focused on excellence to be in a position to deliver We are committed to: effectively.

Our organisation must

- Values driven performance
- Collaborative working
- Nurturing an empowered and inclusive workforce
- Sharpening our focus on transformational change through enterprise activities
- Positive change in relation to our carbon footprint
- Celebrating success through increasing our profile and presence

OUR GOLDEN THREADS

STRONG GOVERNANCE AND ACCOUNTABILITY O GROWING PRESENCE AND PROMOTING IMPACT

O VALUING OUR PEOPLE

OUTPUTS

OUTCOMES

OUR IMPACT



FOOTPRINTS LEADERSHIP TEAM

Footprints has a volunteer Board of Directors (BOD) who work closely with each other to ensure sound governance is maintained. They keep a clear focus on strategy direction, risk management and they assume overall accountability for the organisation. The "BOD" works closely with the senior management team who are responsible for executing the strategy and ensuring operations run smoothly on a day to day basis.

The BOD and senior team work together to ensure excellent leadership, fostering an environment where trust, respect, and collaboration can flourish to achieve the vision and goals of the organisation and community.



Left to right, back row: Lisa Maclean, *Chief Executive*; Sinéad Glymond, *Treasurer*; Alana Fisher, *Chair*; Ursula Carberry, *Vice Chair*, Eileen Wilson, *Sustainable Living Manager*;

Left to right, front row: Mary McNeill, *Director*; Angela Garland, *Childcare Manager*; Roberta Denvir, *Director*; Bernie Donaghy, *Director*, Stacey Kelly, *Director*. Dolores Atkinson, *Director* and Emma Duffy, *Director* are not in the photo.

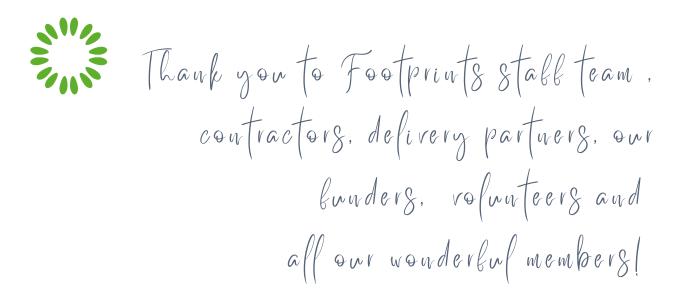


ACKNOWLEDGEMENTS

Footprints was established in 1991 and has evolved from a strong self-help ethos and currently operates within a community development context. Our centre has been acknowledged as a valuable asset within the community and we developed a diverse range of services within the Colin Neighbourhood. We wish to continue to provide these services to women and children for many years to come.

We wish to thank all our funders and supporters for your continued support in our efforts to continue providing vital services and support throughout the community and beyond.







Women's Centre

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