

Sandwell Youth in Action - SYIA

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CHARITY NUMBER: 1182971

THE LUSH CHARITY POT– END OF GRANT REPORT

Unique Reference Number

Grant offer email dated 01/10/2019

Project name

Breaking the Cycle of Young Girls Exploitation

Organisation

Sandwell Youth in Action – [SYIA]

Part one: How the grant has been spent

A breakdown of the items or activities funded by the grant.

A	B	C
Item or activity	Total cost	Amount from The Lush Charity Pot
Volunteers' out-of-pocket expenses	£175	£175
Activity cost	£1,410	£1,310
Communication	£345	£250
Travel	£285	£280
Venue hire	£850	£850
Marketing & publicity	£275	£375
Refreshments & Snacks	£369	£365
Materials & Resources	£241	£245
Total	£3,950	£3,850

Comments:

We have received a grant of £3,850 in a contribution towards this project from The Lush Charity Pot. Our organization has contributed £100 to cover overspend.

Part two: What the grant has achieved

2 a) *The difference our project has made to the people that were involved in it*

- In October 2019, Sandwell Youth in Action (SYIA) successfully secured £3,850 in funding from the Lush Charity Pot. This was in support to run our “Breaking the Cycle of Young Girls Exploitation” project to raise awareness of sexual harassment among vulnerable refugee young girls aged 16-19 years old whose English is not their first language in casual employment, who are not informed of their work rights and are unlawfully being discriminated against and sexually or at risk of being sexually exploited in order to keep up their jobs.
- Achievements
- The funding from The Lush Charity Pot has helped our group to organise informal conversations around sexual harassment and assault. The campaign has been able to reach out hard-to-reach girls who were casually employed and silently suffering from bullying and harassment at work.
- Thirty-seven (37) girls have been trained and informed of their rights at work and have been armed with tools to defend their rights in the event of suspected cases of harassment while at work.
- Twelve peer paralegals have been trained, practical stories have been told to support victims, the campaign has developed dialogues about various issues related to sexual assault.
- Useful resources have been produced in community languages (French, Swahili and Amharic) as well as policies to help prevent the culture of sexual assault in the workplace.
- At the end of the campaign, a group of 12 trained paralegals/mentors has been set up to continue with the project. These mentors have been mandated to petition and lobby for policy changes and continue to advocate for the rights of survivors.
- Advocacy events have also been organised to educate vulnerable girls on consent and sexual assault prevention.



A sexual harassment record keeping session

2 b) The wider benefits to the community

The grant awarded by The Lush Charity Pot created an incredible opportunity for us to invest in young girls and also help us to connect with other useful services such as employment tribunals, Trade Unions, Human Resource Lawyers (like Peninsula), etc. and adjust our support service delivery methods accordingly.

For example, the coronavirus crisis has hit hard young girls who attended our project. During the crisis, one of the needs aired by the girls was to continue assisting them with the provision of necessary information on sexual harassment at work which they will most need while on their job-hunting journey after Covid-19 lockdown. The crisis required these girls to stay home and also prohibited them from using public internet at libraries and other locations. Being at home meant girls had fewer direct opportunities to interact with both SYIA and peer paralegals. This expressed need denoted a real sense of urgency in supporting these girls not to lose the sense of the project's vision. Our organization had to act quickly to give them the support they most needed making sure girls could keep learning. The equipment was secured to help girls stay remotely connected with SYIA's paralegals via Zoom and Houseparty apps.

The most significant benefit that has happened as a result of our grant from The Lush Charity Pot is the wealth of information that girls have gained in terms of sexual harassment at work i.e. what should be done to prevent it. The campaign which ran from October 2019 to June 2020 has raised awareness of employment legal advice to girls in casual employment experiencing or at risk of experiencing sexual harassment at work including: identifying sexual harassment, how to bring a complaint against your employer, the Employment Tribunal procedure, settlement agreements and non-disclosure agreements. The campaign provided a range of unique events facilitated by professionals working with women in similar situations including training courses delivered through Rosa, seminars, workshops and conferences on sexual harassment at work.



An Introduction to employment law by Peninsula solicitors

2 c) Challenges and drawback

Covid-19 has negatively impacted our organisation both financially and operationally. Financially, we have lost all our sources of income as much of our revenues come through donations from charitable Trusts and Foundations who, at the moment are not keen on funding regular activities due to the pandemic. Operationally, we were unable to deliver our regular activities and operate from our premises where all our working assets were stored.

Number of girls who directly benefited from the grant

37 girls

Part three: Declaration

Declaration of expenditure - I declare that the grant has been spent for purposes specified in our application form.

Acknowledgement

We are very grateful to The Grimmitt Trust who made this project to run smoothly. Without your financial assistance this project would not be a success in changing the lives of all girls who were involved in it. This project was tailored specifically to meet the needs of refugee young girls from African background living in the wide Birmingham area who have contacted SYIA for support.

Title	Forenames (in full)	Surname
Mr	Mayundo	Kashindi
Position in organisation		
Chairperson		
Signature		Date
		20/11/2020

The Rosette's Testimony

When I took the support worker-type position at a housing Association in Sandwell, I was one of the only young girls working on my floor. There were frequent flirtatious and unwelcome comments about, for example, how sexy I looked when I wore a dress. I saw boundaries being crossed but felt powerless to do something about it. It felt like picking battles and I wasn't picking that one. This was, until one day when a male colleague—senior to me but not in the same reporting line—came to my cubicle and grabbed my butt uninvited. In any other context, I would've slapped him. But I couldn't imagine slapping someone at work. How could he feel entitled to touch me like that? There was a voice in the back of my head that blamed me, and besides, when you're a part-time worker, a new hire, you feel like you have no power and are very easily replaceable. That moment in my cubicle, however, after weeks of words that made me extremely uncomfortable but felt harder to parse or categorize. This, clearly made me to conclude it was harassment. This wasn't a funny joke.

When I thought I was being sexually harassed at my work, I took a personal decision, and in order to figure out the right path for me, I sought out legal advice from Sandwell Youth in Action (SYIA) tailored to my situation.

Here are a few things SYIA did to start:

- 1. Documented It*
- 2. Consulted a Human Resource Lawyer*

As a result, the grievance was heard and prior to any decision being made by the Board of Directors, a Settlement Agreement was offered by the company.



Rosette satisfied with the positive outcome of her sexual harassment case



Funded by:

