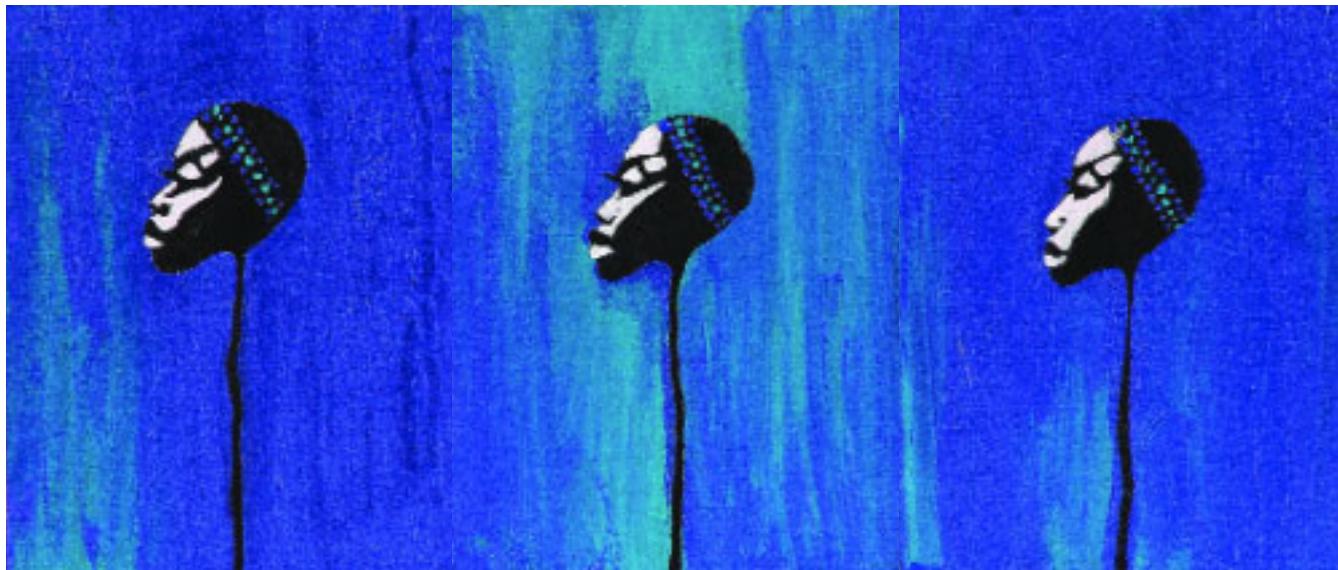


# Foundation for Women's Health, Research & Development



**FORWARD**  
Annual Report 2004-2005



# FORWARD



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## *Are we there yet?*

A number of events at the international level - in particular the ten year review of the International Conference on Population and Development and the Fourth World Conference on Women - caused us to reflect again on whether we are "there yet". What has happened to all the pledges to promote rights and sexual and reproductive health, to

eliminate discrimination and violence against women, and to address the rights of the girl child? The Millennium Development Goals are silent on rights and the discriminatory environment that shape the health and well-being of girls and women. Current concerns, such as the increase in the rates of HIV/AIDS and continued high maternal mortality rates in Sub-Saharan Africa, are compounded by the numbers of girls and young women, who are daily forced into marriage to older men in the name of culture and protection. We note, with scepticism, that female genital mutilation (FGM) is reportedly declining globally. However, with only 14 African countries having laws in place, vulnerable girls will continue to be cruelly mutilated in the name of culture and tradition.

This annual report highlights FORWARD's drive to achieve our mission to improve the health and well-being of vulnerable African women and girls through concerted advocacy, partnerships and strengthening technical capacity.

We work to eliminate harmful gender-based discriminatory practices that violate sexual and reproductive health and rights and undermine human dignity.

We continue to make inroads in supporting girls and women who have been affected by harmful practices - such as FGM, child marriages and vesico-vaginal fistula - and by resulting disabilities.

The active participation of girls and women is crucial to our work and our experiences indicate that essential change is more sustainable if it

comes from within the communities. In our work we aim to enable girls and women, particularly those from those marginalised and vulnerable groups, to actively participate in their well-being. This is evident in the fact that as well as the partners we work with we ensure that vulnerable groups are represented in our management team and in our new and past programmes as fully participating members.

In the UK, we have built stronger partnerships with community groups while continuing to play a strategic role in national efforts to reduce FGM. Our training and capacity building programmes have continued to target key statutory health, education and social service agencies. We have been overwhelmed with requests for training and support by both professionals and community groups.

We are trying to get there, but we will need your support, particularly with the upcoming Millennium Summit (2005) on progress towards poverty alleviation and gender equality and empowerment. The commitment and dedication of our small staff has been critical to our campaign to promote change and improve dignity and well-being of African girls and women.

We would like to express our sincere gratitude to you – our trusted donors and growing number of dedicated supporters and volunteers – for making our work possible.

We will continue to value your support to enable us to get there... “a vision of a world in which all African girls and women are accorded their inalienable rights to dignity, equality and freedom from gender-based discrimination and violence.”

*Naana Otoo-Oyortey*

Chair of FORWARD Council of Management

*The commitment and dedication of our small staff has been critical to our campaign to promote change and improve the dignity and well-being of African girls and women.*



*The Sheikh affirmed that FGM is not an Islamic requirement...*



## **Working with the Metropolitan Police on FGM**

In the last year FORWARD has started work with the Metropolitan Police focal point on FGM. Working in partnership, the Met Police, Somali Human Hope, Crimestoppers and FORWARD organised an all day meeting (targeted at the Somali community in South London) on FGM and the new 2003 FGM legislation. The meeting was held in Somali and was graced by the famous (and very funny!) Somali songstress, Maryam Mursal. The programme included information giving, debates and questions, discussions and a musical interlude. There was an excellent representation of men and women who participated fully in the discussions. The Sheikh affirmed that FGM is not an Islamic requirement. He stated that anyone who was living in the UK was bound by the laws of the UK (as an Islamic requirement) and therefore FGM could not be practised.

There was a consensus from the participants that information about the health and human rights violations of FGM as well as the consequences of the new FGM Act needed to be shared with as many Somali communities as possible. It is anticipated that this kind of meeting will be replicated in other parts of the capital with different FGM practising communities.



## **Meeting with Waris Dirie - Somali model and author of 'Desert Flower'**

In July 2004, FORWARD met with renowned Somali model Waris Dirie, while she was in London on a press tour. FORWARD was able to provide Waris with information on the FGM situation in the UK and with an overview of NGO activities in the campaign against FGM.

The meeting provided both parties with the opportunity to learn about each other. We agreed that we would collaborate to fundraise for significant amounts of money to launch a major campaign against FGM in the UK and to produce a status report on FGM in Europe. FORWARD agreed to be the focal point in the UK on this initiative. Please support the fundraising activities when they start! All ideas and suggestions will be considered.



**RIGHT**

*Waris Dirie (from the cover of her book)*



## **African Panorama**

As part of the outreach programme to African communities, FORWARD participated in a television programme 'African Panorama' to discuss issues around women's health and rights. There were wide ranging presentations on negative widowhood rites and the discrimination faced by women on the death of their husbands. There were also discussions on the glass ceiling faced by African women in politics and in business, on the need to eradicate poverty as a way to improve the situation of African women and children, and on the need for African women to challenge government policies that have a disproportionate effect on their lives. FORWARD's Director, Adwoa Kwateng-kluvitse, used the opportunity to reiterate FORWARD's position on FGM as a human and children's rights abuse. She made it clear that parents and carers who are responsible for the protection of girls must be prosecuted if they fail to protect girls from FGM.

FORWARD challenges all Africans to take their responsibility to the younger generations seriously and to commit to protect all girls from any form of abuse. If you are concerned about a girl at risk, do something! Call FORWARD or call the local Social Services Department. Do not stay silent – speak out against FGM!!



## **FORWARD attends the 6<sup>th</sup> Inter-African Committee(IAC) General Assembly**

From 2nd to 8th April 2005, FORWARD participated in the 6th General Assembly of the Inter-African Committee on Traditional Practices Affecting the Health of Women and Children in Bamako, Mali.

The Inter-African Committee is an Africa led international organisation which has a network of more than 28 National Committees in Africa, it has sub-sections also in Europe. The National Committees function as independent registered NGO's and carry out advocacy and lobbying activities and implement programmes of action. The Inter-African Committee promotes the health of women and children in Africa and amongst migrant communities by fighting harmful traditional practices including FGM, nutritional taboos, forced feeding of women and early marriage. The IAC promotes beneficial traditional practices such as breastfeeding, care for the elderly and baby massage.

*African Panorama is shown on Ben TV, Sky Channel 184 every Monday at 8pm*



*ABOVE IAC 6th General Assembly Participants*

National Committees exist in Burkina Faso, Cameroon, Ghana, Liberia, Mali, Tanzania, Togo and Uganda, among others.

The objectives of the 6th General Assembly included:

- Increasing the efficiency of IAC National Committees through training sessions on planning, monitoring and evaluation
- Mobilising youth to fight against harmful traditional practices
- Increasing the capacity of the Scientific Committee on operational research as well as on the production of educational material
- Adopting a three year Plan of Action
- Celebrating the second anniversary of the International Day of Zero Tolerance to FGM – February 7th

FORWARD Founder (Efua Dorkenoo, OBE) and Director (Adwoa Kwateng-kluvitse) met with the Board of IAC and agreed to strengthen collaboration on areas of work we hope to build up in the coming year.

The programme of the General Assembly was very full, with something new and interesting every day – it was fascinating to hear reports from National Committees on the activities they had been undertaking and the success they had achieved. The country reports provided examples of best practice that other committees could adapt to their local situations. We heard about community mobilisation in **Ethiopia**, the door-to-door protection initiative in **Benin**, the functional literacy and development programme for survivors and those who had escaped FGM in **Liberia** and the use of football league games as a way to reach out to young boys in **Sudan**. We also heard about alternative rites of passage ceremonies in **Tanzania**, alternative economic opportunities for excisors in **Senegal**, and work with the youth in **Ghana** and **Chad**.

There was a heated discussion resulting in a motion against the dilution of the terminology ‘female genital mutilation’. The 6<sup>th</sup> General Assembly categorically reserved the right to use ‘female genital mutilation’ and rejected other terminologies – including female genital cutting, female genital operations and female genital surgeries – as not reflecting African girls’ and women’s reality. The Assembly noted that donors should not penalise African women’s organisations that have chosen to use the term female genital mutilation by refusing to support them financially.

The Assembly provided women activists who are usually isolated and whose activities are not affirmed, the opportunity to meet with other women, discuss challenges and strategies and to reaffirm their commitment to the struggle.

FORWARD was particularly pleased to find out that there was a local troupe from West Africa who had translated Efua Dorkenoo's 1983 story 'Tradition Tradition' into local languages and had been travelling all over Guinea with the production as part of their campaign activities.

On a personal note, I had not realised how dispirited I had become in the struggle, but meeting so many strong, committed African women who shared FORWARD's vision of a world in which girls and women could live free of all gender violence and go on to achieve their full potential, I returned with a renewed enthusiasm and dedication to the work FORWARD is doing in the UK and in Africa.

*For more details see [www.iac-ciaf.ch](http://www.iac-ciaf.ch)*

**Adwoa Kwateng-kluitse**





## Statutory Sector Training

FORWARD believes that training of the statutory sector is critical because it results in the provision of good quality services and support for women who have undergone FGM and girls who are at risk.

FORWARD continues to provide training to both the community and statutory sectors. In the last year FORWARD has trained over 300 professionals and community members. These include 4 local authority social services and education departments, 7 hospital based health professionals and several interdisciplinary fora.

FORWARD's training programmes are developed specifically in response to the needs of the particular sector and reflect the issues and concerns they have. However, we ensure that in all training provided, we cover the legislative context including child protection and the responsibilities of the participants to protect girls from FGM and child marriage.

FORWARD's experience has been that professionals who have not resolved the complexity around what to do in cases of actual or suspected FGM, as well as their own emotional reaction, respond with paralysis and inaction. FORWARD's message is always unambiguous – failure to act to protect girls from FGM because of a fear of being labelled as racist is unacceptable. Culture / tradition / religion should not be allowed to confuse the issues of abuse and child protection inherent in FGM.



## Community Training

FORWARD has a long history of working with various FGM practising communities in the UK. As part of the organisation's campaign and advocacy activities on the new FGM law the organisation has broken new ground by engaging men from FGM practising communities in the campaign.

*FORWARD's message is always unambiguous – to fail to act to protect girls from FGM because of a fear of being labelled as racist is unacceptable...*

Acknowledging that men and boys need to be part of the equation, and being aware of the dominant role of the male figure in the decision-making process within most African communities, FORWARD is working within this gender hierarchal structure to positively effect change. FGM is often portrayed as only a women's issue, but in fact FGM is a societal problem which involves, affects and is perpetuated by both men and women.



### **Dialogue with Somali Men**

On the 15<sup>th</sup> March 2005, FORWARD held a one-day training for Somali men in Birmingham. FORWARD had previously held a training day for Somali women and one of their recommendations was that a similar training be organised for the men in the community. FORWARD worked in partnership with the Nechells Association for Community Education's Somali Community Development Officer to achieve this.

The training was attended by 24 Somali men aged between 35 and 65. The day was opened by the Somali Community Development Officer who welcomed the participants and touched on the key issues in relation to the objectives of the day. This led to a vibrant response on the definition and types of FGM, and the health complications of the practice, which made the training day less difficult than initially envisaged. The discussion continued with the 'justifications' underpinning FGM, FGM as a human rights issue, the UK legislation on FGM and the Islamic Fatwa on FGM. As anticipated there was a long and passionate discussion about Islam and FGM, and FORWARD was pleased to hear that the religious scholar present not only stated that FGM was not Islamic but that he had not cut his own daughters (who are now past the age of risk).

Other participants stated that they did not support FGM and that it was the women in the community who 'insisted' on carrying on the practice. (Indeed some of the participants had been initially quite defensive – thinking that FORWARD had come to 'blame' them for perpetuating FGM). Although the men were happy to spend the whole day discussing FGM in detail with the FORWARD Community Development Officer (Enshrah Ahmed) and the Director, they refused very quickly when FORWARD suggested that it was imperative that the

Somali community – men and women – needed to get together to talk openly about this practice. What they requested was a bigger meeting of African men from all FGM practising communities. FORWARD is planning this meeting for spring 2006.



### **Community Mobilisation in Cardiff**

FORWARD is continuing the work with communities in Cardiff. We are planning a day's workshop in partnership with the Sudanese Women's Rights Group. We anticipate that this will be the beginning of a joint FORWARD community initiative to fight FGM in Wales.



### **Engaging with the Central Mosque, London**

Based on FORWARD's solid conviction in achieving change through the full engagement of the civil society organs of the community, we approached the Islamic Cultural Centre and Central Mosque in Regents Park, London. The Central Mosque plays an important role in Muslims' identity in Britain, particularly in London, and it would not be possible to reach the Muslim communities without collaborating with the Central Mosque.

FORWARD contacted the Central Mosque in February 2005 to arrange a meeting to discuss a strategy of working together on the issues of FGM and gender-based violence in general. The Mosque's response was positive and encouraging. By mid-March we had had our first meeting and had agreed a joint programme of work. The programme included the production of a joint paper on FGM to be placed on both the Central Mosque's and FORWARD's websites. FORWARD offered to deliver training sessions on FGM to Mosque users. Both FORWARD and the Central Mosque agreed to work together on an advocacy campaign against FGM by giving media interviews on the issue. It is hoped that in the future the Central Mosque will discuss women's issues, including FGM, in their Friday prayer sermon.

FORWARD is excited by this programme of activities which looks so promising and by the fact that the Islamic Cultural Centre and Central Mosque's commitment is very sincere.



## **Evaluating educational materials for the prevention of FGM in Europe, Brussels, 3<sup>rd</sup> - 5<sup>th</sup> June 2004**

As a founding member of the European Network for the Eradication and Prevention of Harmful Traditional Practices, specifically Female Genital Mutilation (EuroNet), FORWARD participated in a meeting in Brussels entitled 'Evaluating educational material for the prevention of FGM in Europe'.

The workshop was organised by the International Centre for Reproductive Health (ICRH) in collaboration with Euronet and GAMS France (Women's Group for the abolition of FGM and other harmful practices affecting the health of women and children).

This workshop was designed to discuss and evaluate existing educational materials used in Europe to prevent FGM, to identify the strengths and weaknesses of this material, and to discuss developing one basic tool to prevent FGM for use in Europe. It was decided that there are enough existing written educational materials without producing even more – it is time to move to oral communication channels for behaviour change. Participants agreed that there needed to be an evaluation of existing materials; a needs assessment must be done before translating any existing material for others. Other teaching instruments for the community were discussed such as radio, TV, drama, poems, and songs. The development of one basic tool for use in Europe is still to be confirmed. However, possibilities that were discussed include: the production of a CD-ROM giving an overview of methodologies regarding behaviour change communication and including examples of good practice; a website for EuroNet to summarise educational material, which would include links to NGOs in Europe; and a tool for pre-testing and evaluating information, education and communication materials.

*For your copy of*  
**“Legislation in Europe  
Regarding Female  
Genital Mutilation”**

*Contact Naomi on*  
**0208 960 4000**



### **‘Legislation in Europe Regarding Female Genital Mutilation’**

FORWARD has taken delivery of a number of copies of the document ‘Legislation in Europe Regarding Female Genital Mutilation and the Implementation of the Law in Belgium, France, Spain, Sweden and the UK’. FORWARD was part

of this 5 country research on the status and implementation of FGM legislation in Europe. The document provides a snapshot of the situation as of 2004 and will be a useful resource for anyone with an interest in FGM legislation and prevention.



## FORWARD Nigeria

### Well Women and Children's Centres (WWCCs) in Kano and Jigawa States, Northern Nigeria

A new four-year initiative (2004-2008) to improve service delivery for maternal and child health and raise awareness about HIV/AIDS and other STIs in Northern Nigeria began in October 2004, funded by Big Lottery Fund (UK). Project activities are now underway. WWCCs have been set up and are providing ante- and post-natal care and general health services to women and children under five. Activities include provision of immunisations, anti-malarials and iron supplements as well as health talks on topics such as food preparation and nutrition in pregnancy, child health and nutrition, how to grow food and eat cheaply and healthily.

This innovative project aims to strengthen the capacity of existing health workers, including traditional birth attendants, by providing them with necessary training, facilities and equipment. Advocacy, networking and awareness-raising activities are also being carried out by project staff at both State and local government levels, as well as with traditional community leaders and local communities. By building upon existing maternal and child health services rather than creating new ones, the

#### BELOW

*Client receives a routine health check at Jahun WWCC*



project's achievements are more likely to achieve sustainability and long-term positive change.

As part of its advocacy and awareness-raising activities, the project has launched a media campaign using radio as an effective means of reaching the widest audience. Based on a survey conducted within target communities to ascertain a) the health problems affecting girls and women, b) the most suitable times for airing the programme (to ensure a wide audience, particularly of girls and women) and c) a suitable name for the programme, "*Tsarabar Mata*", ("A Gift for Women"), is a weekly Hausa discussion programme, aired on Radio Freedom (99.5 FM). It covers a diverse range of sexual and reproductive health issues. A different topic is explored each week and listeners may participate in the discussion by sending in their questions and comments via text message, emails or post. The programme was first aired on the 3<sup>rd</sup> March 2005 and has since become a popular and extremely valuable tool for information sharing and responding to the information needs of women and children.

The project also supports FORWARD's ongoing campaign to prevent vesico-vaginal fistula (VVF) among young women in Kano and Jigawa states. In addition to advocacy and awareness-raising activities, two VVF Centres (one in Kano and one in Jigawa) are currently in operation providing surgical repair and rehabilitation services to women suffering from VVF.

Through experience, FORWARD has learned that the provision of surgical repair alone to VVF sufferers is simply not enough. A holistic approach, addressing issues of economic empowerment, education and rights, as well as reproductive health issues, is needed in order to ensure a long-lasting impact. This is why we work with partners to provide vocational and literacy education, rehabilitation and emotional support services to VVF sufferers alongside the surgical repair.

By empowering women with skills and knowledge relating to good health as well as to economic development and civil and political rights, FORWARD ensures that clients who have undergone operations return to their communities with improved chances of a better quality of life. However, due to a current lack of funds, six years of successful rehabilitation and social skills acquisition activities have had to be put on hold. FORWARD continues to seek funding to keep these vital activities running but the project desperately needs your support!

**To support this project please mark donations clearly 'FORWARD Nigeria'.**



**ABOVE**

*Client receives ante-natal assessment at Dambatta WWCC*

**BELOW RIGHT**

*Client with her baby born after recovery from VVF surgery at Jahun VVF Centre, Jigawa*

**BELOW LEFT**

*Clients recovering from surgery at Jahun VVF Centre*





## Northern Ghana: Gender and Reproductive Health Programme

FORWARD's Ghana Project funded by Comic Relief originally entitled *Promoting the Rights of Women and Girls in Northern Ghana* but renamed *Gender and Reproductive Health programme* is now in its second year. The project was renamed to better reflect the project's focus on tackling gender discrimination and addressing sexual and

reproductive health and rights issues. FORWARD's partners are three local organisations in Northern Ghana - Association of Church Development Projects (ACDEP), Maata-N-Tudu (MTA) and Navrongo-Bolgatanga Diocesan Development Office (BDO).

**ABOVE**

*Women participating in a focus group discussion, Ghana*



*Junior secondary students at a sex education session, Bolga District*

**The project's key objectives are**

- To put gender and reproductive health issues affecting women and young girls on the public agenda and mobilise public support to address them
  - To provide information, skills, knowledge and tools to local institutions and communities to work towards the promotion of women's reproductive rights and to address gender discrimination
  - To assist local institutions to mainstream gender and reproductive health issues into their development agenda.
- The launch of the project in January 2004 was characterised by a series of consultative workshops with local communities in Tolon-Kumbungu and Bolgatanga Districts. These were attended by a wide selection of stakeholders including girls and women, NGOs, government officials, traditional leaders and other local dignitaries.

Participants identified a broad range of issues to be addressed by the project including: child marriage; domestic violence (including marital rape); FGM; rape; teenage pregnancy; child trafficking; non-education of the girl child; maltreatment of elderly women; lack of ante-natal care; inheritance laws; harmful widowhood rites; and underlying poverty.

In the first year, project partners successfully compiled a profile of all NGOs involved in gender work in the project area in order to facilitate networking and collaboration. They completed a baseline survey on the incidence, causes, effects, and manifestation of all issues to be addressed by the project (listed above) for use in progress monitoring and evaluation. They also launched an interactive radio discussion programme in English, Dagbani and Gonja addressing the four main issues of: child marriage; non-education of the girl child; violence against women; and Kayayoo (young girls migrating to work as street porters in markets in Southern Ghana).

Activities in 2005 will focus on the production of radio drama and jingles; the publication of a *Manual on the Rights of Women and Girls* for distribution among statutory sector organisations, NGOs and opinion leaders within target communities; and community activities such as the setting up of school outreach programmes, clubs and young women's organisations. Recent demands from communities for follow-up workshops and more radio discussions on similar topics are just one indication that the project is already having a significant positive impact on people's lives. FORWARD has no doubt that this will continue to be the case for the coming years.



**A Summary Report of the Ouagadougou Technical Consultation on Early & Forced Marriage & the Rights of Women and Girls, held in Ouagadougou, Burkina Faso 13<sup>th</sup> – 16<sup>th</sup> October 2003**

The report details the presentations, discussions and action plans agreed at this stimulating, invigorating and exciting 4 day meeting. This report has now been released. Please call FORWARD to obtain copies. Price: £4.

# Specialists Celebrated



## Specialist services celebrated

FORWARD has supported the setting up of specialist clinics in UK inner cities and continues to provide technical support to health professional to improve access to maternity and gynaecological care for women affected by FGM. FORWARD provides support for women attending these clinics and liaises with health professionals working in these clinics.

FORWARD is proud to recognise the achievements of the following key professionals working in the field of FGM, offering vital services to women affected by FGM.

### Comfort wins Award

Comfort Momoh, one of the UK's few midwives specializing in FGM, was the first ever winner of Guy's and St Thomas' Nurse/Midwife of the year 2003 award. Also Comfort was a finalist at the Nursing Times Award in 2003. Comfort received this award for her work in the African well women's clinic based at Guys and St Thomas's providing culturally appropriate services for women with FGM related health difficulties.

### Dorcas receives OBE

Dorcas Akeju, Team Leader/Community Midwife at Liverpool Women's Hospital, received an OBE in January 2004, in recognition of her 30 years of service to midwifery and her work to reduce inequality in maternity services. She initiated a specialist antenatal clinic called "The Link Clinic" which is especially for women whose first language is not English. Other issues including Female Genital Mutilation are also dealt with at this clinic. She also established the Multi Cultural /FGM Advisory Group which meets regularly to discuss services available to ethnic minority women and to arrange health fair's and conferences on specialist issues including FGM and inherited blood disorders.



*Comfort Momoh*



*Dorcas with her OBE*



### **Birmingham African Well Women's Clinic receives award**

As part of the 2004 Royal College of Midwives Awards, the Birmingham African Well Women's Clinic was the winner of the Lenor sensitive award for 'reducing social exclusion'. This was for work done on the development of the African women's service at Birmingham Heartlands and Solihull NHS Trust. Alison and Teresa were inspired to set up this clinic after attending a FORWARD training day. It took Alison Hughes and Teresa Ball a year to get the clinic off the ground and the demand proves that they had recognised a critical gap in service provision. The clinic is going from strength to strength. Well done Alison and Teresa for your hard work and for receiving this well earned award.

FORWARD would like to express our gratitude to all the professionals working in FGM specialist services, who although not specifically mentioned in this report work tirelessly to improve the health and quality of life of African women and girls. Thank you!



### **Child Protection; African Women Refugees**

FORWARD offers support for social services intervention to protect girls deemed at risk of FGM in the UK.

A new area of work which is also growing is women fleeing FGM and seeking asylum in the UK. FORWARD provided five expert reports this year on FGM to assist in judiciary process.



## Founder returns

Efua Dorkenoo OBE - founder of FORWARD returned to the UK after a period abroad working with the World Health Organisation (WHO) in Geneva and the Human Sciences Research Council of South Africa. FORWARD quickly requested her assistance with the work of the organisation and Efua agreed to work on a consultancy basis to build up FORWARD's research activities.

Through her initiative FORWARD has secured a Department of Health grant for the preparatory phase of a study to estimate the prevalence of FGM in England and Wales. The study is being implemented with the London School for Hygiene and Tropical Medicine and the City University Midwifery Department. This study when completed, will provide much needed concrete data on the numbers of women affected by FGM. In the 22 years of FORWARD's existence, we have been using estimations and extrapolations because the information did not exist. Yet we recognised that in order to quantify the extent of the problem and to measure the effectiveness of our interventions, FORWARD needed to have accurate baseline data. It is anticipated that this research project when fully completed will provide this critical information. FORWARD will be seeking funding to proceed to the second phase of the research as soon as the pilot is completed by March 2006.

FORWARD will also be seeking funding to assess the numbers of girls at risk. We are in the very early stages of discussion to determine the best methods of acquiring that information from young people.

*(L-R) Efua, Adwoa, Naomi*





## New Staff

### Enshrah Ahmed

I started working for FORWARD in February 2005 as the Community Development Officer. I am personally interested in issues of gender based violence so I find my job duties very interesting as well as challenging.

- To identify and work with community-based organisations and traditional and religious leaders
- To contribute to the development of appropriate community programme strategies and child protection mechanisms for girls at risk of FGM
- To undertake education and sensitisation among FGM practising communities about the FGM Act 2003
- To create and support a network of male and female peer educators to help bring about change in the practice of FGM and protection of the rights of African women and girls
- To work specifically with young people from practising communities to educate and empower them on FGM and rights issues.
- To develop mechanisms for effective monitoring and evaluation of sustainable community based initiatives



*Enshrah Ahmed*

In the two months since I joined FORWARD, I am even more committed to fulfilling my job description thereby contributing to the protection of girls who are at risk of FGM. As an African woman, I am very keen to work hand in hand with members of FGM practising communities to stop FGM.

If you are interested in being a FORWARD peer educator to help work against FGM and child marriage please call me on 0208 960 4000 ext 26



*Karen Proudlock*

## **Karen Proudlock**

Inspiring and challenging are both words I could use to describe my work for FORWARD. When I joined FORWARD in January 2005, I could not have imagined how exciting the New Year would prove to be.

As Programmes Officer, my main responsibilities include the coordination, implementation and monitoring of FORWARD's projects in West Africa (Nigeria and Ghana). Liaising with project partners and donors, fundraising, networking and advocacy to prevent violence against women also form a large part of what I do. However, there is always more to be done! With a background in Anthropology of Development, I have always been interested in issues and debates relating to social and cultural diversity, identity politics, social exclusion and human rights. My work at FORWARD on issues of Female Genital Mutilation and Child Marriage has allowed me to pursue these interests while making an important contribution to efforts to improve the health and well-being of African women and girls. I really enjoy my work and am grateful to the FORWARD team – mainly for being so lovely!

# Financial Statement

## Financial Statement 2005

### Income

Grants receivable	£231,946
Donations	£42,867
Income (charitable trading activities)	£3,846

**TOTAL** £278,659

### Expenditure

Fundraising and publicity	£4,989
Grants payable	£146,670
Other project costs	£16,434

### Management, administration and staff costs

Salaries	£17,157
Office costs	£19,806
Accounting, book-keeping and payroll	£1,421
Legal & Professional	£500
Financial advice	£399
Costs of trustees' meetings	£150
Project costs	£70,454
Other	£3,418

**TOTAL** £281,398

### Consolidated balance sheet at 31/03/05

Restricted funds	£125,241
Unrestricted funds	£33,161

**TOTAL** £ 158,402

The Summary Financial Information on this page has been extracted from the full audited annual financial statements of FORWARD for the year ended 31 March 2005, as directed by the Charity Commissioners, using the SORP convention.

Auditors 2004/2005 Layton Kaye

**A copy of the full financial report can be obtained from FORWARD.**

*Charity Registration No. 292403*

# The FORWARD Team



## **Founder**

Efua Dorkenoo OBE



## **FORWARD Patron and Matrons**

Lord Kennet

Alice Walker

Skin (formally of Skunk Anansie)

Baroness Gould



## **Council of Management**

Naana Otoo-Oyortey, Chair

Yaw Addo, Treasurer

Marie Barrow, Secretary

Comfort Ottah

Scovia Cherotich

Antionette Sallah-Phillips

Fiona Adamson, Chair, Development Group

Ina Ismail

Zeinab Nur

Ahmed Bedri

Elizabeth Kawonza

Anna Nsubuga



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Adwoa Kwateng-kluvitse, Director

Karen Proudlock, Programme Officer

Naomi Reid, Administration and Finance Officer



## **Volunteer Support**

Michael Coulston

Florence Acquah

Dagmar

Fusako



### Special thanks to our donors and supporters

- Department of Health
- Big Lottery Fund
- City and Parochial Foundation
- Comic Relief
- Jo Bryant Trust
- LloydsTSB
- The Tula Trust (Alan Warner)
- Westminster Primary Care Trust
- Women at Risk
- Women's National Commission
- V Day – Until the Violence Stops
- Gabrielle Pool for the beautiful and evocative art work

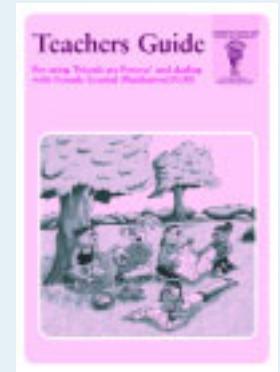
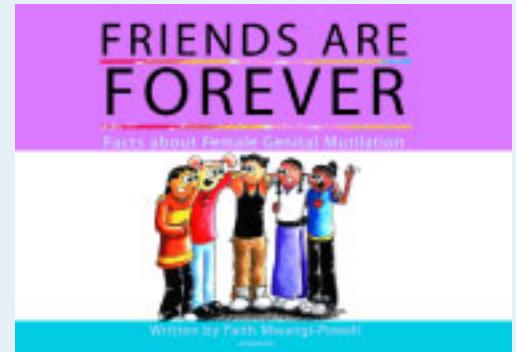
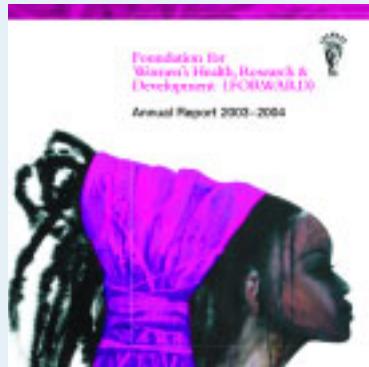
*To all those who give 'small' amounts regularly, every penny is SO appreciated, no donation is too small!*

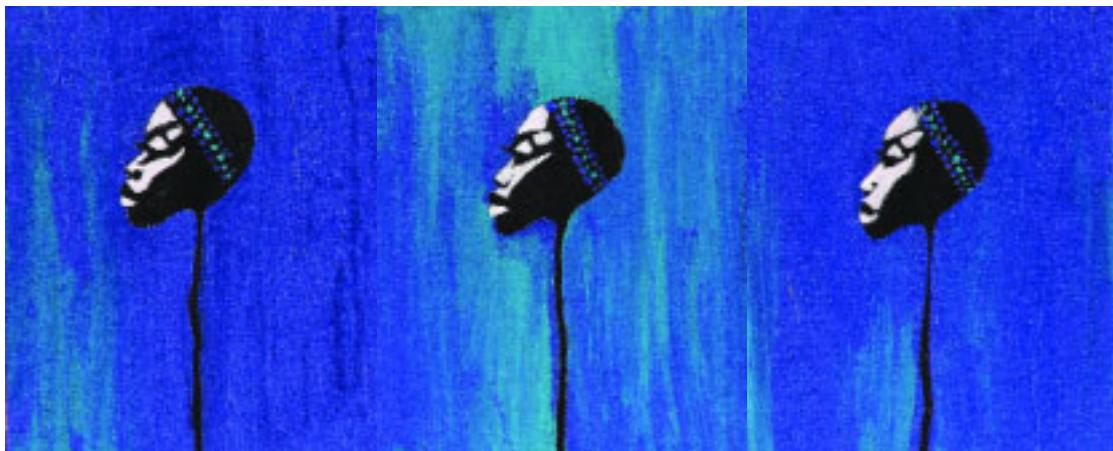
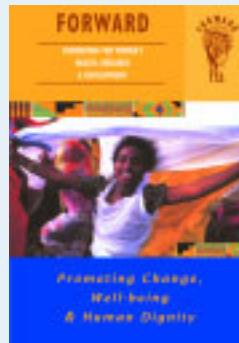
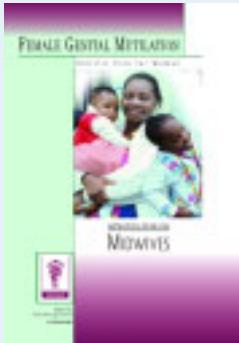
*Thank you!*



*A selection of knives used to perform FGM. FORWARD is committed to the vision in which all such knives are thrown down and abandoned and all girls will be safe from the pain and damage they cause. 'Help us to make this vision a reality.'*

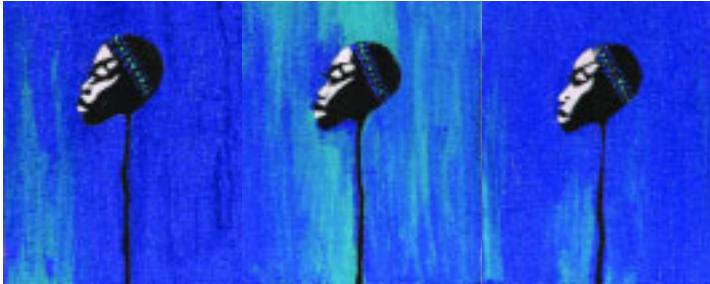
# FORWARD Publications





Gabrielle Pool





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