

Foundation for  
Women's Health, Research &  
Development (FORWARD)



Annual Report 2003 - 2004



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## Forward Patrons

Lord Kennet  
Alice Walker  
Skin  
(formally of Skunk Anansie)  
Baroness Gould

## Council of Management

Naana Otoo-Oyortey, Chair  
Yaw Addo, Treasurer  
Marie Barrow  
Efue Dorkenoo-Greene  
Comfort Ottah  
Scovia Cherotich  
Mariama Conteh, Co-Chair  
Development Group  
Fiona Adamson, Co-Chair  
Development Group  
Ahmed Bedri  
Inna Ismail  
Zeinab Nur  
Ekhlash Ahmed

## Founder

Efua Dorkenoo-Greene



## Reflections

It is a great pleasure to share with you our successes in 2003. FORWARD (the Foundation for Women's Health, Research and Development) started a new lease of life with the celebration of our 20th Anniversary. We used this milestone as an opportunity to assess our achievements and chart our milestones. We are glad that FORWARD has over these twenty years become a valued pillar of support to the African community in the UK. We have come a long way from the days when we operated from just a room in King's Street. FORWARD is proud that we are widely known as an authority on African women's and girls' health and rights. Our work is guided by the principles of non-discrimination, gender equity and attention to the needs of vulnerable women and girls.

We took on new challenging projects in the UK, Europe and Africa to help realise our goal to support a global reduction in harmful traditional and gender-based discriminatory practices which violate the rights of African women and girls and impair their health, well-being and human dignity. In the last year, our focus centred on preventing and protecting girls from female genital mutilation (FGM), child marriages and working to rehabilitate (medically and socially) girls suffering from fistula.

We were true to our mission to support UK statutory bodies to provide a culturally sensitive service to FGM practicing communities. We also took on new partnerships in Africa, including the coordination of the Forum on Marriage and the Rights of Women and Girls, and the technical consultation in Burkina Faso on child marriages.

In the UK we helped launch the new Female Genital Mutilation Act 2003 with a visit from David Blunkett, the Home Secretary. The new FGM law addresses some gaps in the old law and introduces further protection for girls. However, this falls short of the recommendations of the All-Party Parliamentary Hearings which FORWARD helped organise.

FORWARD was once again pushed into the limelight to take leadership in ensuring that the UK government's new policy becomes operational.

Our funding increased considerably in 2003, thanks to the UK Government and trusts, who believed in us and our work to reach the unreachable. However, we continue to work at half our capacity and one lesson from this year is that a more global and effective role for FORWARD can only be possible if we have more funding to develop and support our new partnership initiatives.

We would like to express our gratitude to the staff of FORWARD who have given one hundred per cent of their time and passion to help meet all our targets. Finally, to all our friends and supporters, you have provided the fuel to enable us to make change happen and help instil hope for a better future for African girls. We are grateful to you all and encourage you to read this report which charts our successes in 2003.

Adwoa & Naana



## Highlights



### 20 Years and Still Moving FORWARD!

FORWARD celebrated its 20th Anniversary at the Royal Opera House in April '03. The Anniversary events were packed with fun and business; we distributed flyers and held a debate with questions and answers from the audience, to raise public awareness of FGM and other harmful traditional practices taking place in the UK. We also had time to eat, and chill with our numerous friends and supporters, especially some from Europe who surprisingly stayed on for both the morning and evening events. The occasion was graced with a brilliant performance from Skin, one of our patrons. Other highlights of the celebration were the performance of 'Okipo', a play about FGM and gender violence by the drama troupe 'Collective Artistes'. We were also privileged to preview a film by Pratibha Parmer 'The Good Body' which examined issues of culture, beauty and the push factors that make women suffer extreme pain in the search for 'beauty'.



There were additional acts provided by Black Sonshine (musicians from Southern Africa), and Movement Angol, a contemporary African youth dance group based in London. The audience was thoroughly entertained throughout the celebrations without losing the message of the day. Tuleka Prah, an intern with FORWARD, was the star of the day; apart from performing the last act she also coordinated the Anniversary celebrations and we owe her a lot. We are also grateful to our supporters who attended the event or who sent donations – your support enables FORWARD to continue its work.

**ABOVE TOP:**

*The South African band, Bik Sonshine tells the crowd to keep moving FORWARD!*

**MIDDLE:**

*Skin, FORWARD's patron, performs her new single.*

**BOTTOM:**

*Sally, Marie, Naana and Mariama enjoying the evening.*

## Female Genital Mutilation Act 2003

On 3<sup>rd</sup> March 2004, the Female Genital Mutilation Act 2003 was enacted. The law technically came into effect in Oct 2003, but its implementation was deferred until March. The new law makes three changes to the previous Prohibition of Female Circumcision Act 1985. The most important change being the introduction of the concept of extraterritoriality. This means that girls who are taken abroad to undergo FGM will now be protected by the UK law. The parents / guardians / carers of girls who are British nationals or UK permanent residents will be liable for prosecution if they subject them to FGM (even in countries where FGM is legal). The 2003 Act also increases the penalty for aiding, abetting and counselling to procure FGM, from five to fourteen years' imprisonment or a fine or both!! FORWARD recognises that these changes in the law will increase the level of protection for children from FGM practising communities, who are at risk of being removed from the UK for the purposes of FGM.

While FORWARD welcomes the strengthening of the law on FGM we also recognises the importance of empowering communities to protect their girls from FGM. Therefore we see the law as working in parallel with and strengthening community prevention initiatives. It is essential that practising communities become more active and accountable. Therefore, community protection of girls is critical to the successful implementation effectiveness of the new law.

FORWARD is however concerned that there has been no concerted Government initiative to ensure that practising communities in the UK are aware of the new law and the consequences of flouting the law. To enact a law without any clear strategy to raise awareness within the communities it affects, is counterproductive.

For further information or for copies of the female genital mutilation Act 2003, contact the FORWARD office.





*FORWARD's Peer Educator  
Salimata, meets David Blunkett.*

## David Blunkett's Visit to FORWARD

The passing of the FGM Act 2003 is the most important development on FGM in the UK since 1985. On the day of the enactment of the law, 3rd March 2004, David Blunkett, Home Secretary, and Baroness Patricia Scotland Home Office Minister visited the FORWARD office as part of the publicity to launch the new law. Mr Blunkett held a round table discussion with FORWARD council members, staff and peer educators, and representatives from Black Women's Health and Family Support, and RAINB♀. The Home Secretary

referred to the emotional response he felt when he first spoke to survivors of FGM, which fuelled his commitment to the campaign against it. He reiterated his commitment to the fight against FGM. Baroness Scotland, who supported the Home Secretary in his stand, took the opportunity to have a private dialogue with some survivors of FGM.

This was a very hectic day, with our offices bursting to handle the numerous journalists from various newspapers, television and radio stations. While FORWARD welcomes all opportunities to discuss FGM, it is a disappointment that media interest in the issues only lasted that day. However, on that day, FORWARD staff, its Council of Management and peer educators gave interviews to the BBC World Service, BBC Hausa Service, Focus on Africa, Network Africa, an Australian radio service, as well as with a host of local radio stations.

We found this visit most rewarding, and it gave us the opportunity to open our new offices in Kensal Green to the press, supporters, other NGO's and of course to David Blunkett and Sadie!! We now have ample



office capacity to house our community development programme, which will help ensure that the new law reaches relevant communities and the statutory sectors responsible for child protection.



*Participant at the 'Broken Silence' launch.*





## ‘The Broken Silence’ - Launch

On 22<sup>nd</sup> January 2004, FORWARD and RAINB♀ organised the UK launch of ‘**The Broken Silence**’. This new video on FGM targets professionals who might come across FGM in the course of their duties. The video is divided into seven sections and includes topics such as cultural attitudes, sexuality, well-being, legislation, and discusses the very complex questions and issues generated by FGM.



Esther Heller, producer of The Broken Silence, spoke about the background to the video, she highlighted that it was the next step in her journey on FGM videos. Esther had initially produced ‘Let us Talk’, a video for and by Somalis (in Denmark) on FGM dealing with the socio-cultural and religious context of FGM. This was followed by the video ‘Now We Are Talking’ which used the story of a newly married couples’ marital problems, to further reach out to practising communities. ‘The Broken Silence’ is Esther’s first video specifically for professionals, to help them resolve some of the

issues involved in dealing with FGM. The launch took place twice that day: the first part targeted the voluntary and community sector; the afternoon session targeted the statutory sector, with feedback from the morning session to the statutory sector. All the participants found the day not only enjoyable, but also informative. We used the launch to provide information about the incoming FGM Act 2003 to the community and voluntary organisations in attendance. For copies of the video (cost - £21.01 inc. p&p) please contact FORWARD.





*FORWARD members with  
Christine McCafferty M.P.*

## **‘Female Genital Mutilation: Treating The Tears’ - Launch**

The publication **‘FGM: Treating the Tears’** by Dr. Haseena Lockhat, was launched at the Jubilee Rooms, the Houses of Parliament on 12th February 2004. The launch was attended by activists, campaigners,

survivors, members of FORWARD’s Council of Management, as well as politicians – including Christine McCafferty and David Blunkett, who both expressed their support for the campaign against FGM. It provided an opportunity for networking and renewing contacts. ‘Female Genital Mutilation: Treating the Tears’ provides a fascinating insight into women’s psychological and sexual experiences after undergoing FGM. The quotations in the book give a voice to the reality of FGM and its after-effects, which are often underestimated. FORWARD has a few autographed copies of the book for sale at £15.99 and unsigned copies for £10.00, please contact FORWARD for copies.



*ABOVE: FORWARD with the Author (Left).*





## Promoting Change and Strengthening Services in the UK

### Positive Partnership Project

The **Positive Partnership Project** (in conjunction with Nechells Association for Community Education (N.A.C.E) Birmingham) organised an initial meeting with Somali women from the Nechells area. The meeting was used to inform the women about the new FGM Act 2003 and to get their views on how information about the law could best be publicised. The meeting provided some interesting insights into the cultural rationalisations underpinning FGM, and these will be used to focus FORWARD's campaigns and interventions. The women offered suggestions about publicising the law, including using the BBC Somali Service, using, Somali websites, identifying and asking religious leaders to speak out against FGM as an un-Islamic practice. The meeting ended with FORWARD and N.A.C.E agreeing to examine ways of working together in the future.

### FORWARD at The London Central Mosque

On 12<sup>th</sup>-13<sup>th</sup> July 2003, FORWARD attended a health awareness event at the London Central Mosque and Islamic Centre. This was the third time since 2001 that we had participated in a health fair at the Central Mosque. The general response to our presence was very positive, and it proved an excellent opportunity to distribute information packs and talk to both women, and men about the harmful effects of FGM. As usual, visitors to our stall were most interested in the free copies of the booklet entitled, 'The Right Path to Health: Islamic ruling on male and female circumcision'. We gave away almost all the copies we had brought with us. It was heartening to hear from some of the women we spoke to, that



during classes at the mosque, FGM had been covered and they had been taught that FGM is not mentioned in the Koran and is not an Islamic requirement.

## UK Training

As part of our FORWARD's mission to provide information and to help support the statutory sector to provide appropriate and sensitive services to FGM practising communities, FORWARD offers tailor made training for health, social services and education staff. In the last year we have provided training to the statutory sector – various social services departments and to education staff. We have provided training to professionals including a training day organised at the Royal College of Obstetricians and Gynaecologists as well as midwives and medical students. We have also continued to use raise awareness and challenge FGM and other gender violent practises within African communities and work in partnership with other NGOs to achieve this. To further our impact, we have held the second FORWARD peer educators training to educate and empower women from FGM practising communities to raise FGM issues with their families and friends. The objective of the peer education initiative is to identify people from communities to work with their communities to challenge FGM. FORWARD believes that this is one way in which the campaign against FGM can be built on and sustained within communities.

FORWARD is always looking for people (especially men) to join the campaign as peer educators, if you are interested in being a FORWARD peer educator, call Adwoa on 020 8960 4000.



## European Research on Laws & Policies on FGM

FORWARD represents the UK as part of a five-country research project on FGM and legislation, which is funded by the Daphne line of the EU budget. The other countries involved are Spain, Sweden, Belgium and France. The UK country report attempts to document the UK situation in respect of what is known about the prevalence of FGM, the legislation and the factors that aid or impede the implementation of that legislation in the UK.

The methodology employed was to identify five key informants in the UK and to hold semi-structured interviews with them. The aim of the interviews was to ascertain the informants' knowledge, views and experiences in relation to FGM, FGM legislation and the factors that adversely affect or assist the implementation of legislation.

Adwoa Kwateng-Klavitse, FORWARD's Director interviewed Naana Otoo-Oyortey (Technical Support Officer, International Planned Parenthood Federation), Christian Bekoe-Tabiri (a solicitor who has won several cases relating to FGM in the UK), Comfort Momoh (the UK's premier FGM specialist midwife), Rahmat Mohammad (Nigeria project co-ordinator) and Anita Gibbons (Head of Child Protection, Social Services) who served as the key informants. Other individuals were contacted, and their contributions enhanced the research. The project was completed early in 2004 and offers a fascinating overview on legislation in the countries involved.





## Fundraising in The UK



*The Walkers at the Worcestershire Beacon. 1395 FT*

### FORWARD Supporters Walking For FORWARD

At the end of July 2003, Northampton Amnesty International Group went on a sponsored walk to raise funds for FORWARD. Most of the walkers walked the length of the Malvern Hills, the highest point being 1395 feet. We would like to say a big thank you to all the walkers, who helped in raising a total of £1,121.00 towards FORWARD's work.

### Reggae Singer Supports FORWARD

King Chiozo (reggae singer and friend of FORWARD) performed to a large crowd at The Astoria 26<sup>th</sup> March '04, in support of three organisations including FORWARD. The night included performances by King Chiozo and The Warriors, Project X, SubSource featuring Real Elements and some Nyahbinghi Traditional Spiritual Rastafari Drumming.

Members of the FORWARD team and some supporters attended the event which they greatly enjoyed, it was a fun filled evening with many artists to suit different tastes in music.

This was a great opportunity to hand out flyers of FORWARD's work and to raise awareness of FGM to an audience who might ordinarily not have any knowledge on the issues.





## Promoting The Rights of Women & Girls in Africa

### FORWARD-Nigeria

The, FORWARD-Nigeria Project in Dambatta, Kano state is in its fifth year of implementation. A total of 156 girls/women have been admitted to the rehabilitation centre in the past four years. There has been a ten per cent drop-out rate.

In line with its holistic approach, the project continues to campaign to prevent Vesico Vaginal Fistula (VVF) in young women through creating a culture of female empowerment and education, raising awareness of general health, reproductive health and rights issues, and integrating the role of women into mainstream community development programmes. The project develops outreach literacy classes, works with rural women (who have not suffered from VVF) to raise awareness of their civil and political rights, and has established community health committees to work with newly created Well-Woman and Child Health Centre.

All past clients (residents) of the rehabilitation centre have since been reintegrated into their communities, empowered with skills and knowledge of good health and economic development. Some of them have returned to their husbands or have remarried, and now have children who have a greater chance of a better quality of life.

FORWARD is proud of this innovative project because it is one of the only initiatives in the world that has an in-built element of rehabilitation and social reintegration into the community. The reintegration element ensures that the girls and women are emotionally supported after they have left the project, and that they are able to retain the learning they acquired while in the project. The after-support also enables FORWARD to provide information and support in the instance of subsequent pregnancy (to date none of our girls/women has had another obstetric



fistula after taking part in the project!) The girls and women are pleased to be linked to FORWARD and eagerly return every year for the graduation ceremony for the next batch of girls.

FORWARD UK had to totally support this project over this last year as there was no funding for the project, while officers sought funding from a variety of sources. However, recently the local government has been so impressed with the project that they have agreed to support it by funding the salaries of some unskilled staff. FORWARD continues to seek funding to keep this vital project going as the doctor, the economic development teacher, the literacy teacher among others are not funded by the government. To support the FORWARD-Nigeria project – please mark donations clearly ‘Nigeria project’.



*Past clients with their babies, born after recovery from VVF Surgery and rehabilitation.  
FORWARD-VVF Centre in Dambatta*

## New Funding For a Well Woman & Child Centres (WWCC) in Kano and Jigawa States-Nigeria

In February 2004, FORWARD received positive news from the Community Fund (now known as the Big Lottery Fund). FORWARD had proposed Well Woman and Child Centres (WWCC) in Kano State and Jigawa States in Nigeria, where women could come for antenatal and postnatal care. This project has now received the necessary funding from the Big Lottery Fund for a four-year (2004-2008) maternal and child health project. The project will be launched in October 2004. The WWCC will also be used as maternity waiting centres for pregnant past clients who though continent may be at risk of developing another fistula. Presently, when past clients become pregnant, FORWARD refers them to the Dambatta General Hospital, which does not have any special protocol in place for women who have had VVF repair. As a result, only one of the recorded thirteen post surgery deliveries took place in the hospital. The WWCC will improve service delivery for both mothers and children in the two states.



## Baseline Study on Child & Early Marriage in Nigeria

Comic Relief funded a baseline study on the issues of child and forced marriage in Kano and Jigawa States of Nigeria. The study was developed within a comprehensive proposal. It is expected that FORWARD will develop an intervention proposal from the outcome of the study. Both qualitative and quantitative methods were used to collect information for the study.

*The study, which was conducted between January-June 2004, came out with some interesting findings which include:*

*Forced and child marriage* – The majority of the respondents (84.8%) said that forced marriage is common in their communities. Almost 50% said that the victims of forced marriage will accept the situation and stay with their spouses as they will accept such imposition as ‘their fate’.

*Choice of Spouse* – The males in the communities appear not to have much choice in who they marry, as 94.3% of the respondents said that parents or family heads actually choose spouses for their female children. A similar trend was observed among females. This may be connected to the need to establish political and social links with families of choice, as well as safe guarding who future in-laws will be. Respondants believed that these are the basic reasons why parents choose mates for their children.

It was disheartening to note that the majority (80%) of the respondents are pro early marriage. The findings indicate the mammoth task that faces FORWARD to change attitudes and behaviour in respect of child and forced marriages.

*For a detailed report on this study, contact FORWARD – UK.*





## Ghana Project: 'Promoting the Rights of Young Women & Girls in Northern Ghana'



*Women discussing issues of child and forced marriages.*

In August 2003, FORWARD-UK started a new initiative with the partner organisations, the Association of Church Development Projects (ACDEP) and Maata-n-Tudu (Women of the North) to mobilise support to protect vulnerable girls in northern Ghana. This is a four year project on women's and girls' health and human rights, which is being funded by Comic Relief who have awarded FORWARD a grant of £200,000.

The project was officially launched in January 2004 with consultative workshops with communities in the Tolun-Kumbungu and Bolgatanga Districts. The workshops were attended by a wide selection of local dignitaries as well as women and girls. The participatory process also resulted in identifying critical issues of concern and activities that should be supported by the project.

The participants identified a wide selection of issues including early /child marriage, domestic violence, girl-child labour, child abuse, rape, child trafficking, non-education of the girl child, 'fostering' girls to 'aunties' (who then use them to generate income and refuse to send them to school), poverty, maltreatment of elderly women, lack of antenatal care, inheritance issues, and harmful widowhood rites among others. It was clear that participants felt the underpinning cause of many of these practices was poverty (an issue highlighted by several of the workshops breakaway groups). However participants also mentioned that there was a negative attitude to poverty reduction programmes. Areas noted as needing most attention were teenage pregnancy, female genital mutilation, domestic violence (including marital rape), widowhood rites and inequitable inheritance customs. 'Taaziba' which literally translates as 'sister-in-bed', was highlighted to be a worrying gender-based discriminatory practice in Bolgatanga Region, which arises when there are no males in the family to inherit (as traditionally, females cannot inherit their

father's property). Often a young girl is forced to have children with a close cousin in the hope that they will bear a boy (who cannot be claimed by the cousin and therefore 'belongs' to the girl's father). The male child can then inherit property on behalf of the girls in the family, otherwise they will be left destitute. Poverty was again identified as one of the key causes of these problems.

The following recommendations arose from the two workshops: there needed to be education, specifically about the girl child, to discourage fostering of girls and to improve economic opportunities for girls, so as to discourage them from seeking low paid, risky employment (Kayayoo). Participants also requested initiatives to foster good parenting, especially those targeted at fathers; they wanted resolute action, programmes and policies by community and traditional leaders, but within the parameters of a rights-based approach which support women and girls. There was a request that all participants support the domestic violence bill to make it law, as one of the ways forward to protect women and girls. Finally, they suggested that there should be community meetings on gender and reproductive health issues to identify problems and to map out strategies to overcome them.

These are the first steps in starting the four year project. With the ideas from the community built into the objectives and goals of the project, FORWARD and partners are convinced that we will be able to make a significant impact on the issues of violence and the rights of girls in northern Ghana.



*Men discussing the issues of child and forced marriage.*



## The Forum on Marriage and the Rights of Women & Girls

FORWARD is the new host organisation of the interagency Forum on Marriage and the Rights of Women and Girls. The Forum was set up in 1998 in the UK in response to a lack of global attention to vulnerable women's rights. The Forum's vision is a world where human rights principles universally accepted in the public sphere are applied equally to private spheres, including marriage. Forum members work collectively and individually to facilitate information sharing, programme development and advocacy action for the greater realisation of the human rights of women and girls, particularly with regard to civil and political rights and sexual and reproductive rights.

The Forum has produced three key publications on different aspects of child marriage. FORWARD supported the development of the Forum's most recent work **'Early Marriage and Poverty: exploring the links for policy and programme development'**. This document indicates that poverty is not only a cause of child marriages but also becomes a consequence of child marriages, in that poor parents marry off their daughters early to reduce the economic burden of having to care for girls. The dowry that they can acquire as a result of the marriage also relieves the poverty experienced by the family. However, girls who are married early lack skills, education and knowledge to bring into the marital home and are therefore unable to make any significant decisions or to generate income in their own right. Thus their children grow up in conditions of further poverty and the vicious cycle continues.



## The Ouagadougou Technical Consultation on Child Marriages

FORWARD and the Forum fundraised to hold a technical consultation on early and forced marriage in Ouagadougou, Burkina Faso. The consultation was attended by NGOs from Burkina Faso, Gambia, Ghana, Mali, Nigeria and Senegal. The participants from Niger were unable to attend. The four day consultation was pivotal in bringing together African NGO's working on early and forced marriages. The participants developed country action plans incorporating advocacy and practical intervention elements. The consultations culminated in the Ouagadougou Declaration reproduced below. Copies of the Ouagadougou report are available from FORWARD.

*FORWARD and Forum members in Ouagadougou*



## The Ouagadougou Declaration on Child Marriages, October 2003

We the participants, representing six African countries (Burkina Faso, Ghana, The Gambia, Mali, Nigeria and Sudan) and the Forum on Marriage and the Rights of Women and Girls who took part in the four- day “Technical Consultation on Early and Forced Marriages” in Ouagadougou, Burkina Faso in October 2003 declare to our Governments and the international community:

- That child and forced marriage is an endemic practice in most parts of Africa which impacts adversely on the personal development, health and wellbeing of girls, with detrimental consequences on girls, women, families, communities and nations at large.
- That this practice of girl child marriages is a public health concern which impairs the sexual and reproductive lives of girls and women, and violates their right to life. Girls and women who are married early have a higher rate of maternal mortality and morbidity and suffer disproportionately from obstetric fistulas and HIV/AIDS. They are also often ostracised by their families.
- That while poverty and socio-cultural reasons are the primary contributing factors that push parents and guardians to marry girls at an early age, the resulting denial of education and access to vocational and life skills disproportionately affects girls from poor, marginalised, rural and

less-educated families and communities. Thus poverty becomes a cause and consequence of child and forced marriages.

- That child and forced marriages violate a number of human rights conventions and Declarations that most African governments have signed and or ratified. Namely the Convention on the Rights of the Child, the Convention on the Elimination of all Forms of Discrimination against Women, the African Charter on the Rights and Welfare of the Child, as well as the United Nations Millennium Declaration.
- And call on Governments and International Development Agencies to recognise the efforts being made by civil society organisations in addressing the concerns and situation of girls and women affected by child marriages by providing the necessary support and resources to respond to the challenges posed by child and forced marriages.

That our Governments and the African Union adopt a clear and unambiguous position on child and forced marriages and rectify the legislative loopholes between religious, customary and civil marriages, and sign the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa and ensure that special measures are taken to help end this practice



*Participants at the technical consultation of child marriages, held in Burkina Faso*



## Financial Statement

### Income

Grants receivable.....	£188,063
Donations.....	£35,293
Income (charitable trading activities).....	£3,895
Interest.....	£1,273
<b>TOTAL .....</b>	<b>£228,524</b>

### Expenditure

Direct charitable expenditure .....	£120,505
Fundraising and publicity .....	£13,391
Management and administration	
Salaries .....	£9,758
Office costs.....	£33,622
Accounting, book-keeping and payroll .....	£1,400
Legal & Professional .....	£1,100
Financial advice.....	£462
Costs of trustees' meetings .....	£388
Other .....	£2,002
<b>TOTAL .....</b>	<b>£182,628</b>
Consolidated balance sheet at 31/03/04	
Restricted funds .....	£118,814
Unrestricted funds .....	£42,327
<b>TOTAL .....</b>	<b>£161,141</b>

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 2004, as directed by the Charity Commissioners, using the SORP convention.

Auditors 2003/2004 Layton Kaye.

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

## FORWARD News

### FORWARD's New Offices

On 11<sup>th</sup> September 2003 FORWARD moved into their new premises in Kensal Green. The move went well, with all FORWARD staff dressed in tracksuit bottoms unpacking boxes of files and papers!

We now have room for all FORWARD staff and also room for a resource library which we are in the process of arranging and sorting out so that students, health professionals, midwives etc. can research all information on FGM and other gender discriminatory issues. This area can also be used for training, meetings etc.

*Please see our new contact details on the back page of this report.*

Naomi Reid joined FORWARD as Administration and Finance Officer in August 2003, just in time to assist in moving into our new premises!





## The FORWARD Team

### Staff

Adwoa Kwateng-Kluytse, Director

Rahmat Mohammad, Nigeria Project Co-ordinator

Naomi Reid, Administration & Finance Officer

Amira Malik, UK Training Programme Co-ordinator

### Volunteer Support

Michael Coulston

Florence Acquah

Gabrielle Pool – who kindly let us use her artwork for this report

Phillipa Fizzon

FORWARD would like to say a big thank you to Amira Malik & Rahmat Mohammad, who have left FORWARD to pursue other paths, we wish them every success in their new endeavours.



## Special Thanks

FORWARD would like to thank our supporters, donors and other organisations that have continued to make our work possible.

### Special Thanks to:

Department of Health  
Comic Relief  
Big Lottery Fund  
City and Parochial Foundation  
Women at Risk  
Jo Bryant Trust  
V-Day Until the Violence Stops  
Ruth Ratcliffe

And all of our many dedicated supporters.





## Contact Details

### FORWARD

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