



**first
steps**
Women's Centre
Support. Educate. Empower.



Annual Report 2023-24





Michael McGoldrick
Chief Executive Officer



Marion Murphy
Finance Manager



Carmel Creaney
Training & Education
Coordinator



Amanda Boyd
Training & Education
Coordinator



Theresa Boyle
Finance Assistant



Franco Donnelly
Mini Bus Driver



Sonata Slajiene
House Keeper



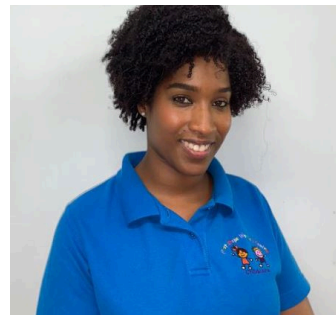
Helen Ouididen
Childcare Leader



Jacqueline Donnelly
Childcare Assistant Leader



Giedre Blair
Childcare Assistant



Fransica Mendes
Childcare Assistant



Samia Mando
Childcare Assistant



Tara Gilkinson
Admin Support



Olivia Turley
Reap Co-Ordinator

Contents

● Chairperson's Report	03
● CEO Report	05
● Childcare Report	07
● Cultural Programme	12
● Wellbeing Report	17
● Testimonials	21
● Lifeskills Report	23
● Testimonials - Participants	27
● Testimonials - Questions	29
● Rural Economic Accelerator Programme	31
● Accounts Report	36
● Funders	41

Chair's Report

Resilience and Renewal: Thriving Through Adversity

Introduction

As Chairperson of First Steps Women's Centre, it is with immense pride and gratitude that I present this year's Annual Report. The past year has been one of extraordinary challenges, yet it has also been a year of remarkable resilience and renewal. Despite facing a 50% reduction in our funding and the difficult decision to reduce our staff by 33% in March 2023, we have emerged stronger, more united, and more committed than ever to our mission of empowering women through our Wellbeing, Life Skills, and Employability programmes.

Overcoming Adversity

The loss of 50% of our funding in March 2023 was a significant blow. It forced us to make difficult decisions, including the reduction of our staff by a third. This was not an easy time for any of us. However, in the face of these challenges, our team displayed incredible resilience. The board and staff came together, pooling their collective wisdom, experience, and creativity to navigate through this storm.

Our immediate priority was to secure additional funding, and I am delighted to report that through the tireless efforts of our team, we succeeded in securing new funding equivalent to the amount we had lost. This was a crucial achievement that not only stabilised our operations but also allowed us to continue delivering and expanding our services.

Strategic Planning

Despite the loss of funding and one third of staff, The Board and Senior Management Team felt it necessary to revisit our strategic objectives. This was completed by end of May 2023, just 2 months after staff redundancies and the end of the European Social Fund programme.

Programme Successes

Despite the financial and staffing challenges, this year has been one of our most successful in terms of programme delivery and outcomes.

Our Wellbeing programme, funded through the Lottery and entitled VERA'S Project (Valued, Empowered, Resilient, Assisting, Supporting) continued to provide vital support to women, helping them to build confidence, manage stress, and improve their mental and physical health. The feedback from participants has been overwhelmingly positive, with many reporting significant improvements in their quality of life. Our Life Skills programmes also thrived, with record numbers of women enrolling in English for Speakers of Other Languages (ESOL) courses designed to enhance their personal and practical skills. From Pre-ESOL to Improving Your English, these courses have empowered women to take greater control of their lives and achieve their goals.

This year, we also launched our new Employability programme, which has quickly become a cornerstone of our services. This programme is designed to support women in gaining the skills, confidence, and experience they need to enter or re-enter the workforce. The success stories from this programme have been truly inspiring, with many participants securing meaningful employment and others embarking on further education or training.

Gratitude and Acknowledgements

None of this would have been possible without the dedication, passion, and hard work of our staff and board members. Their unwavering commitment to our mission has been the driving force behind our success.

I would also like to extend my deepest gratitude to our funders, partners, volunteers, tutors, and supporters. Your belief in our work and your generous contributions have enabled us to continue making a difference in the lives of the women we serve.

Finally, I want to acknowledge the incredible women who participate in our programmes. Your courage, determination, and resilience are the heart of everything we do. We are honoured to be part of your journey and are inspired by your achievements.

Looking Ahead

As we look to the future, we do so with renewed confidence and optimism. We have shown that even in the face of significant adversity, we can adapt, innovate, and thrive. Our focus in the coming year will be on building on our successes, exploring new opportunities for growth, and continuing to provide high-quality, impactful services to the women who rely on us.

In conclusion, the past year has proven that First Steps Women's Centre is more than just a service provider; we are a community, a lifeline, and a source of hope for many. Together, we have weathered the storm, and together, we will continue to make a lasting impact on the lives of women in our community.

Maria McGilly
Chairperson



Chief Executive's Report

Resilience in Action: A Year of Growth, Unity, and Impact

Introduction

As CEO of First Steps Women's Centre, it is with great pride and gratitude that I present this Annual Report. This past year has been one of profound challenges and incredible successes. Despite the loss of 50% of our funding, our organisation has not only persevered but thrived. Through strategic partnerships, the tireless efforts of our team, and the unwavering support of our community, we have managed to increase and expand our services and deepened our impact. This report will highlight our key achievements, the resilience of our team, and our vision for the future.

Overcoming Financial Challenges

The year began with the significant challenge of losing 50% of our funding when the European Social Fund programme ceased in March 2023. The Centre lost 5 (33%) staff with over 60 years' experience. This could have severely impacted our ability to deliver critical services to the women who rely on us. However, through the collaborative efforts of our leadership team—including the Chairperson, Finance Manager, and Board of Directors—we navigated this crisis with determination and strategic thinking.

Our first success in overcoming this financial hurdle came through securing Lottery Funding, which revitalised our Wellbeing programme. Thanks to this crucial support, we excelled in our outreach, recruiting 283 women and offering 43 diverse courses. These courses created a total of 429 places, empowering women with the tools and support needed to enhance their mental, physical, and emotional wellbeing.

Expansion of Services: The Employability Programme

In August 2023, we launched our new Employability programme in partnership with South West College. This initiative has proven to be a significant addition to our service offerings, particularly for women from economically inactive backgrounds.

The programme has not only met but exceeded all of its initial targets, helping 15 women secure meaningful employment—a milestone that underscores our commitment to fostering independence and empowerment.

A key driver of this programme's success has been the innovative contributions of a highly creative new staff member. Their fresh perspective and dynamic approach have invigorated the team, resulting in innovative strategies that have directly contributed to the programme's early success.

Community Relations Programme Successes

This year also saw the flourishing of our Community Relations Programme, supported with funding from The Executive Office (TEO) and Choice Housing.

One of the standout events was the hosting of a highly successful Human Library, where participants could "borrow" people instead of books and engage in meaningful conversations aimed at challenging stereotypes and fostering understanding.

In addition to this, our Centre hosted a series of cultural programmes and celebrations during the Christmas season, which brought together individuals from diverse backgrounds in a spirit of unity and celebration. These events have strengthened our ties with the community and underscored the importance of inclusion and cultural exchange.

Life Skills

Our Life Skills programmes and services continue, alongside our Wellbeing programmes to be the bedrock of all that we do. FSWC organised 5 ESOL (English for Speakers of Other Languages) courses and two additional literacy courses. Altogether 125 women were recruited for these programmes.

This may seem like an anomaly considering Brexit but the Centre has seen a surge in demand from local "migrant" women to come and gain a qualification in ESOL.

Thanks to the Co-ordinator, Carmel, who has steered the Life Skills programme and the whole accreditation process with NOCN. You can read more about the success of the Life Skills programme within this report.

Support That Is the Difference

I cannot conclude this report without mentioning the sterling work of our creche, minibus and counselling staff. These staff are the nuts and bolts of the success of the Centre. They are the ones who provide the glue that enables women to come and find what they need. Without the minibus many, many women would be unable to attend. Our Childcare team have registered 107 children and hosted 10 different “migrant” nationalities.

FSWC also provides a counselling service which has been augmented by two student volunteers at times during the year. Demand continues to grow for counselling. Over the past year 24 women have received counselling help.

International Women’s Day 2024

A highlight of this year was our celebration of International Women’s Day in March 2024. We were thrilled to welcome Alina Gawhary, an exiled artist from Afghanistan, as our guest of honour. Alina’s story of resilience and courage in the face of the Taliban government moved everyone in attendance. She shared her powerful artwork, which conveyed her experiences and the struggles of women in her homeland. The event was deeply emotional, drawing a large crowd of supporters who came together to show their solidarity with women around the world facing oppression.

Steadying the Ship: Leadership and Team Morale

Throughout these challenges and successes, the resilience of our organisation has been evident. The steady guidance provided by our leadership team—comprising the Chairperson, Finance Manager, Board of Directors, and myself—has been instrumental in navigating the complex landscape of reduced funding and expanding demand for services.

Together, we have managed to stabilise our finances, maintain the quality of our programmes, and continue making a positive impact in our community.

Equally important has been the morale and dedication of our staff. Despite the pressures of financial constraints and programme expansion, our team has remained positive, motivated, and deeply committed to our mission. We recognized the importance of maintaining this high morale and prioritised team building activities throughout the year. Our Christmas celebrations were a time for reflection, gratitude, and celebration of our collective achievements.

Looking Ahead

As we look to the future, we do so with a deep sense of optimism and a renewed commitment to our mission. The challenges of this past year have only strengthened our resolve. We will continue to seek out new opportunities to expand our services, foster community relations, and support the women who rely on us to take the first steps towards brighter futures.

In conclusion, I want to express my deepest thanks to our staff, board members, funders, volunteers, tutors, partners, and the women we serve. Your unwavering support and dedication have made this year’s successes possible. Together, we have proven that with resilience, creativity, and community, we can overcome any obstacle and achieve great things.

Michael McGoldrick
CEO



Childcare Report

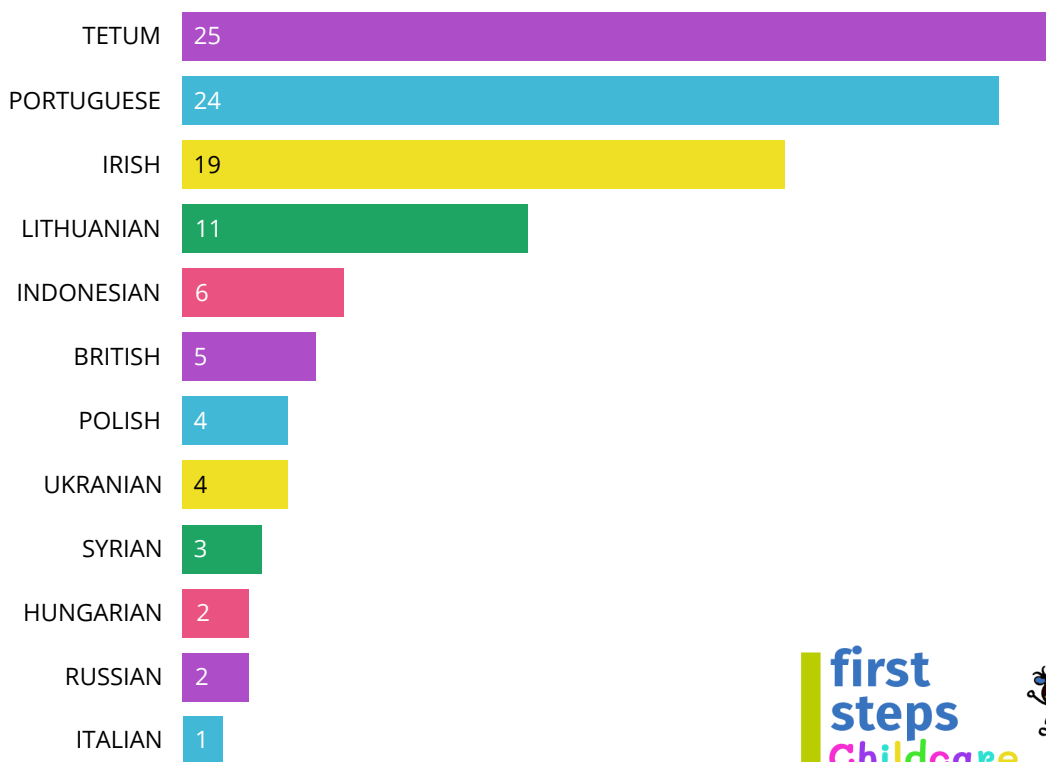
The courses started and crèche opened on the 5th September. During the summer there is much needed work on working through the referrals, doing a full asset register of everything we have, and reviewing documentations, as well as helping with the promotion of courses.

Overall, the creche had 107 enrolments.

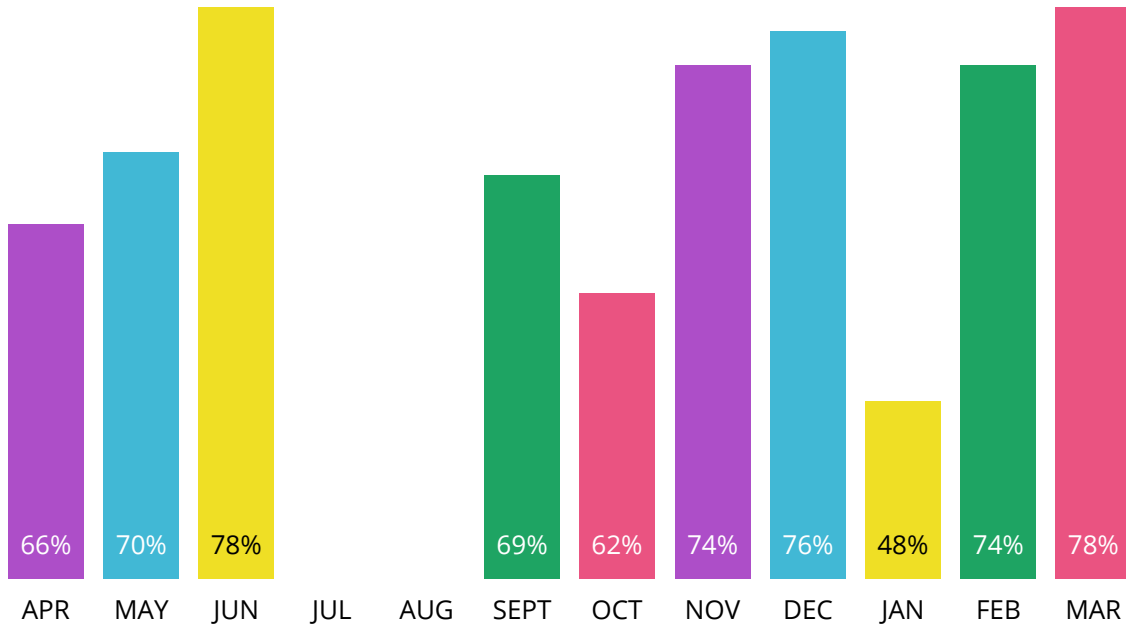
The Total Places allocated for April 2023 to March 2024 was 99 children.

This year our creche has seen 12 nationalities of children attending, including Russian, Indonesian, Ukrainian, Hungarian, Portuguese, Polish, Lithuanian, Timor, Syrian, Italian, Irish and British.

The chart below shows the Nationalities in Crèche



The chart below shows the attendance from April 2023 to March 2024



The average attendance from April 2023 to March 2024 was 70%

Parent Evaluations

Staff are always interested in the opinions and suggestions of our parents/carers. Evaluations help staff to maintain the professional service they provide. Staff conducted one-to-one meetings with parents once a year and also carried out parent evaluations in December/January 2024.

There were 33 evaluations distributed and 23 were returned. The results were excellent with positive feedback and a few recommendations, for example one parent had asked to see more pictures of their child on Facebook, another had stated that they are unsure if staff are aware of other cultures and lastly one parent stated that the parent notice board could be more informative.

“Friendly and wonderful staff. My son is very happy to attend childcare. He asks to see you even on weekends.”

“The childcare staff are kind and friendly and also helpful. I always had information from them how the day went with my son. My son has improved a lot since he started the creche.”

“The staff are very attentive and take care very well of the children. The creche is a very safe, nice and tidy place that supply to the children more.”

“Thank you for all of your kindness for taking care of my child in a safe and happy place.”

In June the Creche advertised sessional day care places, free of charge to anyone, this was on a first come first served basis. There was a big interest and it helped boost our numbers at a less busy time as most classes finished by the second week in June.

Reggio Emilia Programme

At FSWC staff continue to use the Reggio Emilia approach to learning. The Reggio Emilia approach is designed primarily for infants to pre-schoolers. This teaching method places children at the centre of their learning, "The child is assumed to have rights and to have the knowledge of how they need to learn and should be learning."

The Reggio Emilia philosophy has seven main principles:

1. Children can construct their own learning.
2. Children are collaborators in relationships with each other, teachers, parents, and their environment.
3. Children are natural communicators and are encouraged to express themselves.
4. The environment provides a sense of belonging.
5. Teachers are partners in children's learning.
6. Documentation is an essential component of learning.
7. Parents are partners in their child's learning and are encouraged to play an active role in their child's education.

Provocations can also expand on a thought, project, idea and interest.



Topics staff used with the children this year are based around the children's ages/and stages of development as well as their interests and capabilities.

Topics included:

- 'All about Me',
- 'Nature and Flowers',
- 'Maths is Fun',
- Our Senses (There are around seven)
- 'Animals Big and Small'.
- Early Science
- Music and Movement
- Harvest and Hibernation
- Transport
- Space
- Let's Recycle
- The World Around Us

FSWC continue to use 'The Rhyme Challenge' and this is proving to be quite popular and a useful learning tool. All parents are happy with the challenge and continue to teach their children rhymes at home with a new rhyme each month. Rhymes this year included 'An Elephant goes like this and that', 'Humpty Dumpty', 'Little Peter Rabbit had a fly upon his nose' and 'Mary had a little lamb'.

'Group Time' is still incorporated into our daily routine, and is seen to be the most important time of the day. At the beginning of every session each child is welcomed through song. Makaton signs are used at this point where appropriate, the staff and children love to learn easy Makaton signs. Children are taught the days of the week, counting and now we have included the 'Baby Shark' song. This particular song gets children and staff up and moving.

At the end of the day children are taught to relax through the popular song 'Sleeping bunnies' staff also take this opportunity to do a little yoga to help them relax before they go home.

Staffing

In March 2024 Samia Mando joined us as an Employee on completion of her Level 3 in Childcare and Education. Samia previously volunteered with us for 6 months. All Child Care staff and all FSWC staff welcomed Samia to her new team.

Staff Training Record

It is important that staff continue to learn and develop their own skills and to keep up to date with essential training.

There were a number of relevant courses available from many reliable sources. The main site used was the Southern Childcare Partnership.

The training that staff have undertaken this year include:

- Paediatric First Aid
- Health and Safety/Manual Handling/Risk Assessment
- Safeguarding Course
- Safeguarding Refresher Course
- Understanding Spectrums in the early years
- Level 2 Food & Safety
- Level 3 Understanding and Supporting Children and Young People with Autism Spectrum Condition. (10-week course)

Social Service Inspection

Our annual inspection took place in March 2024 this year, the topic was 'Quality of Staff' which included staff's knowledge and understanding of safeguarding, committee's, staff training as well as whistleblowing among others.

The inspection went well with no recommendations.

Policies and Procedures

Every year on the advice of Social Services and through training we review and amend as necessary our policies and procedures. This year we amended our:

- SEN Policy and Procedures
- Food Safety Policy
- Safeguarding Policy
- Allergy Policy and Risk Assessment



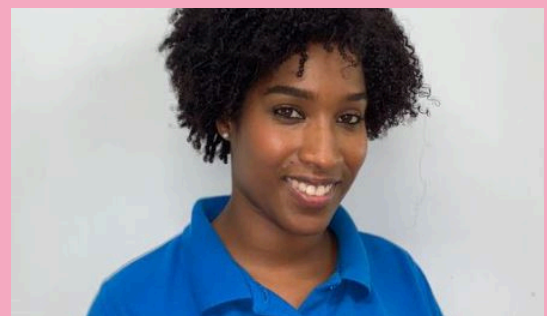
Helena Ouididen



Jacqueline Donnelly



Giedre Blair



Francesca Mendes



Samia Mando



Cultural Programme

This was a very busy year for the Cultural Identity and Community Relations Programme.

Thanks to funding from Choice Housing and The Executive Office, through its Minority Ethnic Development Fund (MEDF) which provided the means to develop our Community Relations programme. This year saw an extensive array of workshops, programmes, courses and celebration events.



The above photograph is of the members of the Cultural Awareness group which started in September 2023 and finished March 2024. There were women from Nigeria, Ukraine, East Timor, Moldova, Syria plus local women too.

TEO provided the funding for the ESOL – English for Speakers of Other Languages. You can read about the success of this aspect of the programme under the Life Skills Report. Just to highlight that there were 108 BME women who registered for the ESOL or English programmes. There were also 18 different nationalities, literally from all corners of the world.

The second aspect of the TEO MEDF programme was the development of programmes aimed at gaining an understanding and appreciation of other cultures.

FSWC sought to explore the myriad of cultures at the Centre given the number of nationalities present.

There were three main outcomes for the TEO programme:

Outcome 1: Equality of Service Provision,
Outcome 2: Elimination of prejudice, racism and hate crime,
Outcome 3: Cultural Diversity is celebrated.

The Centre hosted a Cultural Awareness (see photo) programme that commenced in early September 2023. The aim was to run two of these courses, one September to Christmas and the second from January to March 2024. However, it was decided to continue with one programme that ran from September to March. The reason being that with only two hours per week to explore cultures it made sense to continue with one course. In September the Centre recruited 10 women to start the Cultural Awareness programme. These weekly meetings helped women gain knowledge, understanding and appreciation of the stories behind the migrant women's journeys to Mid Ulster. Some of these stories were quite harrowing and tears were shed during these group discussions.

The learning and understanding included:

- St Brigid's Day – the group made St Brigid crosses
- Bread Making – a recipe booklet was made called "Loaves of Sharing"
- Ukraine War – understanding how lives completely changed overnight
- Being a Syrian Refugee
- As part of Community Relations week, the group attended a "Human Library" event in St Patrick's College Dungannon.

An evaluation was carried out with the following results:

Stand Out Moments

'Every class is a new page of memorable moments creation. Priceless experience that heal and fill heart with warmth and hope'

'Making St Brigid's crosses was a new experience for me. Saint woman blessed woman for new start. Made me feel connected and peaceful.'

'Tuition for Citizenship exam was both educational and gave us considerable amusement (locals didn't always score highly!).'

'Poetry, Strong Women and Women of Strength. Just loved it!!'

'Spaceship game made me think but also feel the pain of inequality in this world. The frustrations and disappointments of watching others enjoy underserved rights'

'Collectively making the recipe booklet happen'. We all contributed and shared the experience.

What could we have explored further?

'I would have loved to have visited shops and places frequented by newcomers'.

'More handicraft demonstrations like the St Brigid's crosses'.

'We didn't get time to invite guests in - Rosie had planned for musician's etc to come but we ran out of time' :(

Future Suggestions

'Rosie had planned sessions to cover popular culture. I would love to learn more'

'Everything.. I loved this class so much and so want it to continue'.



Human Library Event at First Steps Women's Centre, November 2023

This was attended by 75 people including PSNI, Councillors, Community, Voluntary and Statutory groups. The aim was to assist with the elimination of prejudice, racism and hate crime through facilitating short discussions of 10-15 minutes between local and the BME women who attend the Centre. This event was very successful. Specific comments about this event recorded that many visitors did gain a greater understanding of who the BME community are and why they are here in Mid Ulster.



Christmas Festivities

The Centre hosted a series of Christmas Coffee mornings as a way of thanking all the local and BME women who attended the Centre. Christmas carols, folk songs and rock songs were all sang during these celebrations.

Christmas Wreath Making

This was held in December and was attended by 14 women from 5 different nationalities.



International Women's Day Event

The theme for this year's event was "Inspire Inclusion". The Centre worked hard to make this celebration a really meaningful celebration. We hosted an Afghan Artist Alina Gawhary, together with a number of her original paintings as part of the IWD celebrations.

The theme "Inspire Inclusion" also prompted First Steps Women's Centre to take portrait who had to flee the Taliban because of her love for Art.

Portraits of women who attended the Centre – As part of the "Inspire Inclusion" FSWC decided to take portraits of all the women who attended the Centre.

The portraits are fascinating, inspiring and real.

Cultures Unveiled Project

This was a five-week project that used the camera to explore cultural aspects from each woman's perspective. The photographs were displayed at our International Women's day event in March 2024.

Inspire Inclusion

INTERNATIONAL WOMEN'S DAY ART & PHOTOGRAPHY EXHIBITION

The beauty and pain behind womanhood

Meet the artist - Afghan born artist, Alina.

March
07 11am - 1pm

HOSTED BY
first steps
Women's Centre
Support. Educate. Empower.

THANKS TO
Northern Ireland Executive | **T:buc** | **Housing for all** | **Housing Executive** | **choice** | The Executive Office

first steps
Women's Centre
Support. Educate. Empower.

The Executive Office
www.executiveoffice-ni.gov.uk

**CULTURES UNVEILED:
BEAUTY & CHALLENGE THROUGH THE LENS**

Join us on Friday 12th January for our new cultural class where we will explore tools such as story telling and photography to build our understanding of different cultures in our local community

Friday 10am - 12pm x 5 weeks

Email fswc.michael@googlemail.com for more info

Wellbeing Report

41 courses/workshops have run in this period – See list of courses on Page 19. One was provided by AWARE and one provided by Inspire Wellbeing.

Recruitment Target Exceeded by 29%, 283 women recruited, initial target of 220.

Number of Courses increased by 58% over previous 6 years

Average Courses per year between 2018 and 2023 was 26.

This year has far excelled all previous years in terms of the number of courses provided and the number of women recruited. Demand for the Wellbeing classes was much higher than previous years – see stats on page 19. This is partly due to wellbeing and self-care having, quite rightly, gained prominence and importance in society. More women are prioritising their mental and physical health and the social stigmas are lessening.

From April 2023 the Wellbeing courses have been funded by The National Lottery Community Fund under a five year programme. The project is called Vera's project, with each letter representing a key area of the wellbeing work.

Valued-Empowered-Resilient-Assisting-Supporting

The approach at FSWC is to ensure that each woman is made to feel welcomed, valued and special. FSWC also seeks to give women the confidence to try and do things for themselves knowing that they have the support of FSWC behind them if they get stuck or lack belief.

The staff and volunteers at FSWC are the ones who have witnessed the healing, the growth in confidence and self-belief, the helping hand from other women, the tears, the change and growth in self-belief.

The target for Vera's Project was set at 220 women which is a lot higher target than previous years. The idea being that the 5-year Lottery funding would enable FSWC to develop and expand the wellbeing project to meet the demand our research anticipated.

FSWC recruited 283 women, and offered 454 spaces on a course during this year. This is a massive achievement and clearly shows the need and demand for wellbeing programmes. The training budget was also increased from previous years which also enabled FSWC to operate and provide wellbeing programmes in 3 different locations within Mid Ulster.

All courses were extremely successful. As per every year, some courses had lower numbers than others but this allowed the tutor to go deeper or cover more information. In our experience people will open up more in smaller groups.

Our tutors once again excelled themselves delivering courses to a very high standard with warmth, compassion and humour.

The wellbeing Co-ordinator, Amanda continued teaching Tai Chi this year and also taught Yoga for 1 term as the yoga teacher was unavailable and demand was there.



Valued • Empowered • Resilient • Assisting • Supporting

Level 3 Diploma in Reflexology – a Train the Trainer Course

This year we tried something new – a Level 3 Diploma in Reflexology. Christina Blair has been a tutor with FSWC for 5 years and is a very experienced Holistic Therapist and Holistic Therapies trainer.

It was an intense course involving a minimum of 30 hours face to face, home study/online modules, 50 case studies and a practical exam. There were only 8 people on the course enabling more one on one time with students than would be possible with other training organisations. The objective of the course was to enable 8 women to pursue a career in Holistic Therapies. This is a perfect career for someone who wants or needs flexibility, potentially work from home and it has the advantage of relatively low start-up costs.



Courses organised at FSWC

- 5 Tai Chi & Relaxation courses (2 x 2 weeks delivered to Mid Ulster Age Well)
- 2 Pilates courses
- 2 Yoga courses
- 1 Wellbeing in Nature course
- 1 Wellbeing in Nature 2-hour taster session
- 2 Living Life to the Full courses
- 1 Relax & Unwind course
- 1 Stretch & Tone course (12 weeks)
- 1 Spring Clean Your Life course
- 1 I Can course
- 1 Introduction to Holistic Therapies course
- 3 Stress Management courses (2 in Magherafelt)
- 1 African Drumming course
- 1 Managing Your Money course
- 2 Meditation & Journaling courses
- 2 Creative Writing courses
- 1 Discover You course
- 1 BCB Cancer Awareness course
- 1 Dancing Your Way to Health & Happiness course
- 1 Menopause Awareness course
- 2 Mindfulness courses (both in Magherafelt)
- 2 Tai Chi sessions at The Argory
- 1 Body Mind Emotions Course
- 2 First Steps Out of Overwhelm courses (both in Magherafelt)
- 1 Substance Savvy Awareness 2-hour Course (Inspire Wellbeing)
- 1 Choir course (plus 2 x 20 mins tasters)
- 1 Level 3 Diploma in Reflexology (4 weeks in March 23 of a 6 month course)

Individual women who attended at least one class

2024: 283
2023: 168
2022: 126
2021: 83
2020: 213

Places accepted

(where the person attended at least one class. NB: a person may attend several courses)

2024: 454
2023: 387
2022: 243
2021: 136
2020: 327

Retention Rate

2024: 82%
2023: 84%
2022: 83%
2021: 72%
2020: 80%
2019: 92%

Average no of women in each course

2024: 11
2023: 12
2022: 10
2021: 8
2020: 13
2019: 13

Average attendance per course

2024: 8
2023: 8
2022: 7
2021: 6
2020: 10
2019: 10



Warwick Scale

The Warwick-Edinburgh Mental Well-being Scale (WEMWBS) is a scale of 14 positively worded items for assessing mental wellbeing. It is intended to monitor any improvement in a number of “mental health indicators”. Participants completed a Pre-form on their first day and then revisited and completed the same form on their last day of the course. This enabled an objective measurement of any mental health improvement.

Results – 69% of those who completed both forms showed an improvement of their mental health.

WEMWBS creators found that between a 3 to 8-point change in score from pre- to post was evidence of a meaningful “felt” difference in wellbeing.

The average improvement under VERA’S project was 6 points.

These are excellent results. However FSWC seeks to compare year on year to substantiate the remarkable improvement in the Mental health of women through attending a Wellbeing programme, course or workshop at First Steps Women’s Centre.

Reasons for leaving

- Time didn’t suit any longer
- The course was not for them
- Children’s appointments
- Illness including injuries and mental health challenges
- Moved to a more preferred course when space became available
- Illness in family
- Holidays
- Appointments clash
- Financial issues
- Family commitments
- Other commitments
- Unknown reasons

Testimonials

Discover You

- It's just brilliant support for women!
- The biggest strengths of this course are learning how to cope with feelings and emotions and learning techniques for anxiety. Also figuring out who I am.
- I feel amazing!
- Brilliant course, helped me with stress and overthinking.
- I learned not to let the past affect my present.

Tai Chi

- This course helps me deal with daily activities/emotions / relationships in a very positive way. I feel a better self.
- Relaxation, empathy, welcome, making friends and improving my wellbeing.
- Enjoyed meeting people. The relaxation and learning how to do this at home. Also, the enjoyment of new friends.
- The time out for myself. Getting closer to the inner me.

Living Life to The Full

- Brilliant for mental wellbeing and help with self-care.
- I have learned so much about how to deal with my feelings.
- I couldn't think of anything that needed improvement, everything was amazing.
- Loved the course. Mags is so professional. I got the most out of it from any course I have ever done.

Stretch & Tone

- The tutor is great! So friendly, cheerful, and really tries to encourage fun.
- Individual needs re met and paced to suit everyone.
- Just grateful, so grateful to be able to participate.
- A supportive and inclusive class, I'm feeling the benefits of stretching and toning.
- A wonderful means of getting me out and about.

Relax & Unwind

- I thoroughly enjoyed it. Thank you I've been doing a lot more self-care.
- Feeling a lot more relaxed and a lot more secure in meeting people.
- Women together openness a chance to speak about your worries and empathy from the tutor.
- I have really enjoyed this course great for the mind, meeting new people, having a chat.

Drumming

- Made me more confident and relaxed. I switched off from all my problems.
- Really uplifting course which made me feel good and meeting with new people was a bonus.
- Looked forward to my Thursdays. It was fun and great meeting new people.
- First time. Looking forward to another course. Loved it, so much fun and great people. Marcella is excellent.
- I take the good feeling out of the building.

Stress Management

- The tutor is amazing.
- This course has made me feel relaxed and deal with stress. Accept myself as who I am
- Lovely course. We learned many things and became like a family.
- I got a lot from this class. Feeling more positive and confident which is massive for me.
- Thank you very much for this course. I really needed it. Wow.
- This course made me understand myself. Now I know how to manage my stress. I feel better, confident, calm. Thank you so much for this great tutor.

Meditation & Journaling

- Really helped me relax and cope with my anxiety
- This course brought me more than you'll ever know.

Dancing Your Way to Health & Happiness

- My balance has improved, I'm more secure going downstairs.
- Made new friends through dancing.
- It's just a great class. Fun and an easy way to keep fit. Love it!
- A great sense of fun, doing something different and meeting lovely people.
- Feeling good about myself, more confident.
- Feeling free and taller.
- Making new friends, trusting myself to do new things, increased confidence and a feeling of well-being.

Menopause

- Fantastic tutor and the information given was also fantastic. I now have so much more knowledge about the menopause.
- Mags provided a fun, safe environment with wonderful information, great strategies to put in use, eating habits and how it's really looking at myself as a whole package.
- My biggest takeaway is I am enough and need to be kind to myself.

Introduction to Holistic Therapies

- This was an excellent class.
- Thank you for offering this course.
- Thank you so much, this course has been amazing. It has helped me with my confidence and improved my mental health. A fantastic course.
- This course and FSWC is a great place for ladies in this area. Very good in every way.

I Can

- My biggest takeaway from this course is I am change. I am 'worthy' I deserve more. I'm better than I think. The course was absolutely fantastic and I feel it has helped me in many aspects of my life.
- The course made me more positive towards life and the future. Thank you so much.
- I have learned I am not stuck. That I can change my life positively with patience.

Pilates

- Anne is a great tutor, fun, confident and cheerful. I feel so much better afterwards.
- I have improved my strength, balance, gained friendships and motivation.
- I have thoroughly enjoyed this course.

Other comments

- This class and the centre are 100% great for our town.
- Great facility for women in the area.
- Its good to get out as I could easily stay at home but I am so glad I came.
- Been coming to FSWC for years. Love it. Very enjoyable and interesting courses.
- You don't know what you can do until you try and having people around you to help and encourage you.
- I've been suffering mental health issues for years and this centre, the people within have helped soothe my soul.
- The First Steps venue is amazing.
- FSWC staff are absolutely brilliant, so inclusive and supportive. Thank you so much.
- FSWC is fantastic in every possible way. The staff are so helpful and go above and beyond!
- FSWC has made me feel very comfortable, the room is warm with a relaxed vibe, lights are dim so I feel soothed.
- First Steps is very relaxing and welcoming and all the staff are very positive.
- Amazing centre for women and children. Very inviting and accommodating for everyone. Will definitely recommend the centre to everyone.



Lifeskills Report

In the period April 2023 to March 2024, there were 147 places where the attendee accepted one or more places over 11 classes per week. These included ESOL (English for Speakers of Other Languages) Classes Speaking & Listening, Reading & Writing, PRE-ESOL classes and an Essential Skills Class.

Most of these classes were 2 to 3-hour sessions and were held twice per week.

Class sizes ranged from 16-21 in ESOL classes to 13 in Essential Skills level 1 and 2 combined.

There was a total of 92 qualifications/awards achieved with an overall pass rate of 82%.

Recruitment

A total of 120 applicants for ESOL and Essential Skills Level 1 and 2 in Communication were offered a place at First Steps Women's Centre by September 2023, a further 90% or 109 of these went on to an ESOL or Essential Skills class at the Centre. This represented one of the highest rates of applicants to date and showed applicants eagerness to learn post Covid.

The table below shows statistics for retention

Course	Number started on 1st day of course	Number in course at the end of March 2024	Percentage remaining against first day
ESOL Entry Level 1	17	10	59%
ESOL Entry Level 2 M	20	14	70%
ESOL Entry Level 2 A	18	11	61%
ESOL Entry Level 3	22	8	36%
Pre-ESOL	14	10	71%
Improve your English	18	15	83%
TOTAL	109	68	63%



The table below shows Attendance Rates (April 23 - March 24)

Class	Annual Attendance Rates
ESOL Entry Level 1	78%
ESOL Entry Level 2 M	78%
ESOL Entry Level 2 A	65%
ESOL Entry Level 3	73%
Pre-ESOL	75%
Improve your English	95%
TOTAL	77%

Factors Affecting Retention and Attendance:

- Inability to attend due to family commitments/caring for a sick child etc
- Inability to attend due to working hours/rota
- Inability to attend due to getting a new job
- Inability to attend as returned to previous country
- Inability to attend due to increase in working hours



LifeSkills Qualifications ESOL

In 2023 to 2024 year 92 Qualifications were achieved. This represented an overall pass rate of 82%.

Exams Taken	Total Numbers Achieved	% Pass Rate Exam Entrants
ESOL Entry Level 1 Speaking & Listening 2024	6/9	67%
ESOL Entry Level 2 M Speaking & Listening 2024	13/13	100%
ESOL Entry Level 2 A Speaking & Listening 2024	5/9	55%
ESOL Entry Level 3 Speaking & Listening 2024	7/8	88%
ESOL Entry Level 1 Reading 2023	8/9	88%
ESOL Entry Level 2M Reading 2023	9/11	82%
ESOL Entry Level 2A Reading 2023	3/4	75%
ESOL Entry Level 3 Reading 2023	11/11	100%
ESOL Entry Level 1 Writing 2023	6/10	60%
ESOL Entry Level 2M Writing 2023	10/11	91%
ESOL Entry Level 2A Writing 2023	4/5	80%
ESOL Entry Level 3 Writing 2023	10/11	91%
TOTAL	92	82%

Essential Skills

First Steps Women Centre is currently not a registered Centre for Essential Skills. However, we are currently working in conjunction with the South Western College to offer both learning and qualifications in Essential Skills.

On the positive side we had 15 students in Michael Murphy's class this year 4 of whom achieved Level 1 or 2 and are awaiting certification, and we hope to receive positive notification from SRC for the others in August 2024.

Photographs

Each year Michael Murphy and his class go on a day trip. This year 15 students and their families attended the Choice Housing trip to the Ulster Folk Museum on Saturday 2nd March 2024.

Pre-ESOL

This class is for those women who are at the very beginning of learning and understanding English. Two women in their 70's and 80's attend this course with their daughters sitting beside them to assist. Their daughters are graduates of ESOL at FSWC. The Pre-ESOL class is hosted one day per week.

Theresa Boyd our Pre-ESOL tutor worked with students who had more initial learning needs that would allow them to access Entry Level 1 and it's qualification route. Some students were just new to Northern Ireland, some had a poor experience of learning in their own countries and some were lacking in confidence and would benefit from learning in a smaller group. This has worked really well for the students with those benefitting wanting to progress at the end of the year. The students were from Portugal, Cape Verde, Angola and East Timor etc.

Nationalities of Students by Regions

We also had new participants from different regions including Morocco Bulgarian, and Brazil and Mexico Burma Afghanistan and from Eastern European countries.

Current nationalities as a snapshot at the end of March 2024

Nationalities	Numbers	Percentage of Total
English	3	4%
Tetum	25	35%
Lithuanian	9	13%
Polish	2	3%
Portuguese	8	11%
Syrian	2	3%
Indonesian	5	7%
Slovak/Czech/Russian	2	3%
Moldovan	1	1%
Bulgarian	1	1%
Ukrainian	7	10%
Hungarian	1	1%
Burmese	1	1%
Brazilian	1	1%
Mexican	1	1%
Afghanistan	1	1%
Moroccan	1	1%
TOTAL	71	100%

Testimonials - Participants

ESOL Entry Level 1

- I like to meet other people, use the bus, and the women's centre.
- I like the women's centre to meet other people.
- I like to use the bus, childcare, tutors are very good. I like the women's centre to meet other people.
- I like to learn English, use the bus, childcare. The tutors are very good. I like the women's centre.
- I like the English class in women's centre. It can help me to improve my English. I like to meet other people in the women's centre.
- I am very happy because I can understand many lessons.
- I like my Teacher, she is very patient.
- I can now make an appointment.
- I like to go to the women's centre to meet other people.
- I can use Present Tense and Simple.
- I can read and write proper English.
- I can talk with ease to family and friends.
- I think the course has helped me to interact well with everybody.
- The course has helped me to understand people better.
- I can ask questions.
- I can give Personal Information.
- I can have a conversation with my friends.
- I learnt about adjectives.
- I know the Alphabet.
- I can talk about my hobbies.
- I can talk about shopping.
- I can speak English to my friends in my classroom and people in Tesco shop and my family.

ESOL Entry Level 2M

- Excellent, because the Teacher, Una is always working hard for us and explains well.
- The teacher is excellent, kind and friendly
- I think the organisation and presentation have been very effective.
- We always learn new things.
- It helps me with my reading and writing
- I can speak correctly and I am learning words I never knew.
- I am happy with all of the courses and all information I am getting in this course.
- I have learnt a lot with this course.
- When I started the course, I was petrified to learn English.
- It's helpful because I learn a lot of things about English reading and writing and I also meet my friends in this place.

ESOL Entry Level 2A

- I enjoy learning something new, practising writing, reading and listening.
- The strength of this course is learning the basic rules of writing and reading.
- The course helps people who are in need.
- I am improving my English language.
- We communicate a lot during the course.
- I think the strengths points in my opinion are that the teacher asks each of us to answer questions and this gives each one of us the opportunity to learn.
- The course helps me with communication. It helps with my knowledge of composing words.
- This course helps a lot of women. I am Happy to attend the course.
- It is good for my communication.
- The course is very good. All lessons are easy to understand and clear.
- I meet people from different cultures.
- The course time suits me.
- The teacher is good.

ESOL Entry level 3

- The content of this course is good, the whole staff are pleasant.
- I am able to practice my English when I am socialising.
- I have become more confident to talk to other people.
- The service is very good.
- The strength of the course is grammar.
- The course help to improve our English skills and hopefully we will pass to level 1.
- I am progressing in speaking listening writing etc.
- I can update my knowledge and the atmosphere is pleasant.
- The course helps me get ready to find jobs easily and the learning helps me in real-life situations.
- Sometimes the teacher invites us to share experiences about our lives.
- I feel sufficiently active and involved because I really want to improve my English.
- I try to be active in the class but I am a quiet person.
- I try to not miss too many classes due to sickness.
- The tutor's organisation and presentation of material is excellent.
- The tutor is very friendly and helpful.
- The tutor explains the material very well.
- The Materials the tutor gives me are easy to understand.



Pre-ESOL

- I am very Happy to be on the course with Theresa. Thanks for this chance.
- I am very happy to study English in FSWC with Theresa – a very big thank you.
- I'm really happy!
- I can recognise letters. I can recognise simple words and letters.
- I can answer about my Personal details. I can introduce myself.
- I know my Alphabet. I can describe animals in English, I can recognise the words for parts of the body.
- I can use plural words, I can write a simple sentence.
- I can introduce myself.
- I know simple words. I know colours.

Improving Your English Skills

- A great opportunity to improve your English and of course learn grammar.
- This is an opportunity to chat and meet new people.
- The cost of the course is great. The tutor is very good and nice and I learn a lot.
- I can meet new friends from overseas.
- There is a very friendly atmosphere and excellent interaction with the teacher.
- The class are friendly, open people from different countries.
- There is good communication in the class.
- The course is well presented.
- Invite more people so they can enjoy the course.
- This course should also be provided for men because there are a lot of men who want to learn.
- I would like to speak about my culture and country and respond to questions about it.
- All is brilliant. Thanks for providing a place for me Migrants need to learn English as this is very important.
- This is a perfect, lovely course. Thank you for the opportunity to do this course.

Testimonials - Questions

1. How did you feel about learning English before you started First Steps Women Centre?

English is not my first Language, so before I started I couldn't really speak to people who did not have the same language as me. After I came here to the Centre to learn English, I felt more engaged and confident and able to have conversations with other people.

2. How did you feel during the programme?

The programmes here in First Steps Women's Centre are brilliant. They teach us so much that we couldn't find in another place. The programmes I felt really helpful were English Classes, Wellbeing and the REAP programme.

3. Do you like the Women's Centre? Do you have childcare or use transport?

The Women's Centre is like no other place. It is brilliant. The environment, staff and everyone here are wonderful. I used Childcare and Transport services and they really helped me as a mum. I can't imagine what would have happened to me if there had been no childcare or transport, maybe I wouldn't be able to speak English well today or I would not be as confident to engage with other people.

4. What are the strengths of the course. Is it a good Course? Is the tutor a good teacher?

The English Classes are really powerful because they can drive us to better ourselves. Level 2 Communication is a really good course because we learn so many different things. I found all the tutors at the Centre to be brilliant. I would like to extend my gratitude to all the tutors who teach here in the Centre. I've learnt a lot from you all and I really appreciate it.

5. What have you learnt here?

I've learnt a lot here. I learnt Time Management, how to manage my time to come to the Centre and do my Homework or work in class. I have learnt Cultural differences and I can engage with people with different nationalities.

6. Did you make new friends? Where they from other countries?

I made a lot of friends here, and I really appreciate that. The Womens' Centre created such an amazing environment which helps us to meet and make friends. As long as I remember now I have had friends from many different countries – maybe twenty.

7. How do you feel about the end of the Course? What will you do next year?

I feel so much better now than before I came here. I would extend my gratitude to all the staff and tutors here. I plan to continue to do courses and I am looking forward to pursuing higher education.

1. How did you feel about learning English before you started First Steps Women Centre?

I had not learnt English before I started here and for me it was my first experience. The Centre has become a really valuable place for developing my language skills.

2. How did you feel during the programme?

The programme (English) was very interesting, informative and useful for me. Also we got a lot of support from the teachers and staff.

3. Do you like the Women's Centre? Do you have childcare or use transport?

My children are grown up so I didn't need childcare but I really like the Centre. I had a great time here and an opportunity to study. I have met new friends and attended many interesting courses.

4. What are the strengths of the course. Is it a good Course? Is the tutor a good teacher?

The strength of the course is getting access to a native speaker, learning grammar rules, having the opportunity to discuss different topics during the programme. The tutor is a brilliant teacher. I would like to thank him so much.

5. What have you learnt here?

I've learnt a lot of grammar rules and completed a lot of writing tasks. I can also use my learning in different situations.

6. Did you make new friends? Where they from other countries?

I made a lot of friends. Before the Women's Centre I had no friends. All my friends now I found here and this is very precious to me. They are from Poland, Latvia, East Timor, Indonesia, Ireland, Mexico, Portugal and other Countries.

7. How do you feel about the end of the Course? What will you do next year?

I feel thankful for every lesson I have attended. I feel more confident in my English and it is sad that we have to wait to September to start back again. I definitely want to continue my studying in the Women's Centre.



Rural Economic Accelerator Programme

In April 2023, First Steps Women's Centre introduced a new programme, the Reap – Rural Economic Accelerator Programme. This was joint partnership project with South West College, Fermanagh and Omagh Council and STEP.

This programme aimed to support “economically inactive” women into employment. This criterion meant that the focus for recruitment was those who were out of the workforce for a period of time and who faced barriers to re-entering it.

A new flyer for the Programme was designed and published on our Social Media, hoping to attract a new range of women to the Centre.

FSWC was focused on achieving our new targets through fostering a safe & positive environment, promoting personal development and nurturing progress, in whatever form it took.

We wanted the women on Reap not to feel pressured into employment, but rather feel that they were supported on their journey, so that when they felt ready and able to enter/re-enter employment, they had the skills, knowledge and confidence to do so.

Each woman was welcomed onto the programme with an induction booklet and a notebook!

Reap ran seven accredited courses and three soft skills courses to provide holistic support to the women on their journey towards employment.

The women on the Reap programme ranged from those hoping to build skills and qualifications to enter the workforce in the near future, to those who wanted to build confidence and improve mental health before thinking about getting back in to work. This is why we felt it was important to run a mixture of accredited and non-accredited courses.

Additionally, we found that the women on Reap also benefitted from the range of courses facilitated in the Centre.

first steps
Women's Centre
Support. Educate. Empower.

TAKE YOUR FIRST STEPS INTO EMPLOYMENT

Thinking about getting into employment?
Want to turn your passions or skills into a career?
We can support you on your journey!

WE OFFER:
Free childcare while you attend
Free transport to/from classes
Free counselling
Free benefits advice
1-1 Mentoring

YOU CAN JOIN CLASSES IN:
First aid
Food hygiene
Digital Literacy
Managing money
Wellbeing
And much more...

AND BENEFIT FROM THIS...
Weekly job club
Confidence building
Interview prep
Work experience/placement

JOIN THE REAP PROGRAMME NOW

For more information, contact Olivia
fswc.olivia@gmail.com

Funded by UK Government

Rural Economic Accelerator Programme

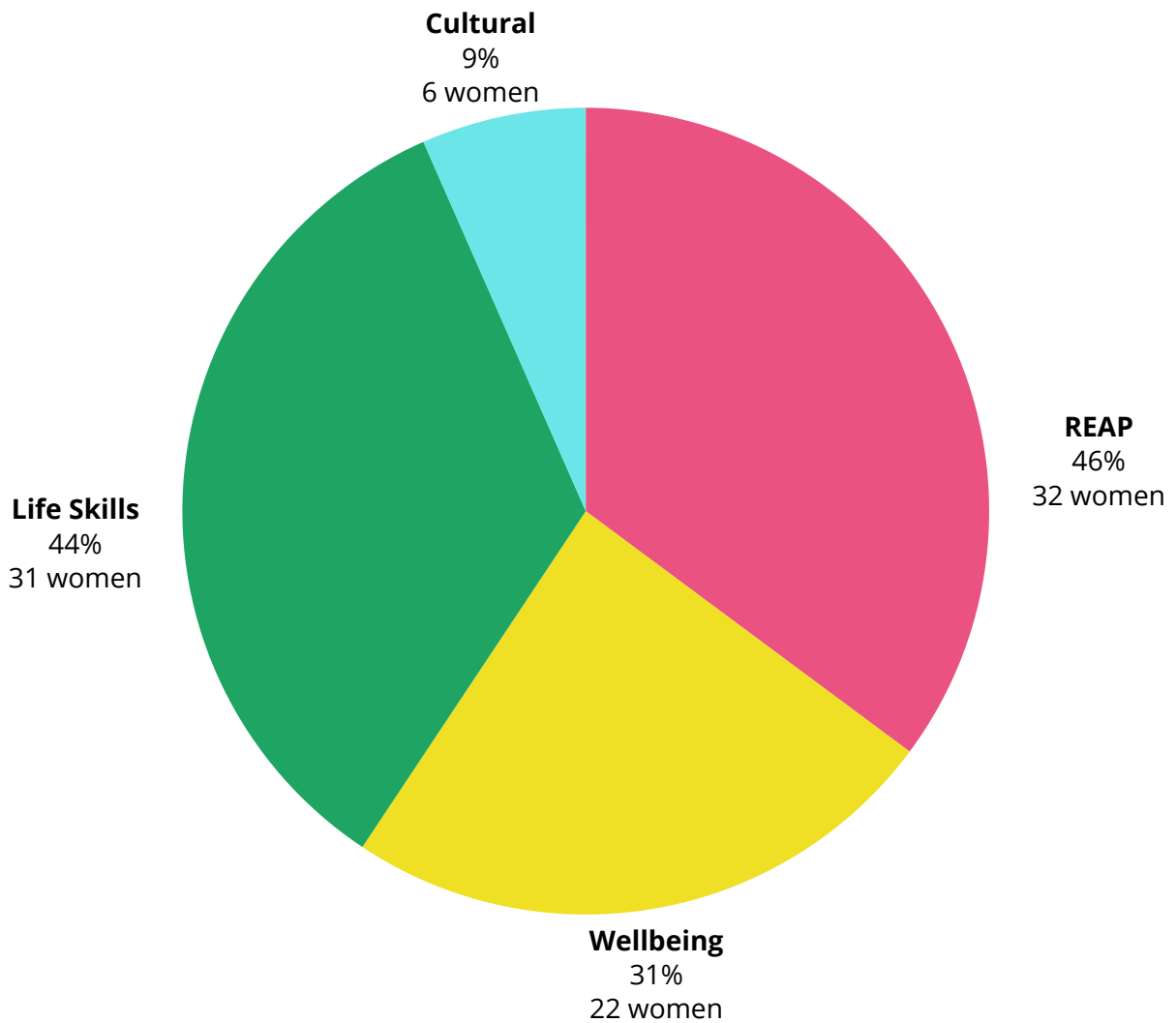
POWERED BY LEVELLING UP



The table below shows the engagement per course

Course	Engagement
OCN NI Level 1 Digital Literacy	12 women
OCN NI Level 1 Personal Finances	9 women
First Aid (Paediatric, Mental Health or standard)	17 women
L2 Food & Hygiene	7 women
Introduction to Canva	10 women
Workshops (Sewing, Photography)	15 women

Engagement of REAP participants on each programme at FSWC



Similarly, the Reap Programme offered 1-1 support for women on either end of the spectrum, offering both CV building sessions and life coaching sessions.

Support Services (Childcare, Transport, Counselling)	1-1 Support (CV Building, Life Coaching)
47%	26%
33 women	18 women

Another core aspect of the Reap programme was the availability of support services for the women. Breaking down barriers to employment, or participation in general, was a priority for the Reap programme and First Steps Women's Centre was able to tackle core barriers through its free childcare, free transport and free counselling for any women who need it.

Job Club

The job club was initiated in September as a weekly session for any women on Reap. Our sessions ranged from job focused classes such as interview skills, competency tests and job searching as well as sessions aimed at building confidence and independent skills. These included routine management, leadership skills and stress management.

There was an overall engagement of 79% for the job club. Below shows the average attendance for the job club sessions.

first steps
Women's Centre
Support. Educate. Empower.

Job Club
Wednesdays
1pm - 2pm
Drop in Support 2pm-3pm

WEDNESDAY 4TH OCT
1pm- Recognising your skills & qualities:
2pm Turning life skills into job skills

WEDNESDAY 11TH OCT
1pm- Cvs and Cover Letters: Tips, tools
2pm and resources

WEDNESDAY 18TH OCT
1pm- Job Searching: Tips and tools
2pm

WEDNESDAY 25TH OCT
1pm- Interview skills: Tips and
2pm practices

WEDNESDAY 8TH NOV
1pm- Confidence building & self-
2pm advocacy

WEDNESDAY 15TH NOV
1pm- Interpersonal skills and language
2pm for difficult situations/people

WEDNESDAY 22ND NOV
1pm- Entrepreneurship: Tips for turning
2pm your hobby into your income

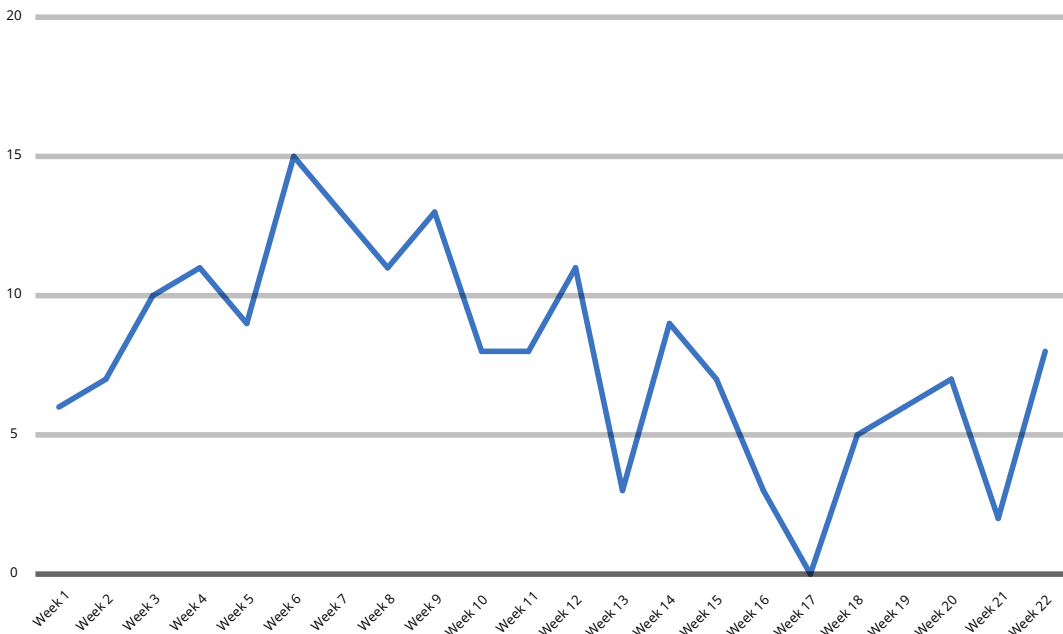
WEDNESDAY 29TH NOV
1pm- Balancing life & work: Tips and
2pm tools

WEDNESDAY 6TH DEC
1pm- Stress management & resilience
2pm building

WEDNESDAY 13TH DEC
1pm- Christmas special
2pm

ALL FREE TO ATTEND AND OPEN TO ANYONE ELIGIBLE FOR REAP
FOR MORE INFORMATION OR TO ATTEND PLEASE EMAIL
FSWC.OLIVIA@GMAIL.COM
21a William Street, Dungannon | PH: 02887727648 | @firststepswomens

Attendance at Job Club



Job Fair February

18 Local businesses and organisations attended the Job Fair on Wednesday 7th February, 1.00pm-3.00pm.

This was attended by 43 women all seeking employment.

The feedback was very positive and as a result of the job fair, 16 of the women applied for work.

Outcomes

Recruitment began in Aug 2023, and by March 2024, we had 70 women on the programme, 15 of which have progressed into employment and a further 8 into volunteering.

Free Admission – No need to book, just drop in!

For more information contact Olivia – fswc.olivia@gmail.com

Outcome	Where
Working	2 in hospitality 1 in accountancy 5 in factory 1 in retail 1 in healthcare 1 in interpreting 1 in childcare 1 in cleaning 2 in self-employment
Volunteering	1 in childcare 3 in catering 3 in charity 1 in community work
Attending courses at FSWC	41

Testimonials

"The job club is a brilliant facility to gain confidence and educate those who have been out of work for some time. I am a stay at home mother and have taken full advantage of this club to help with returning to the workplace in the near future."

"So much here I need to learn. Terrific programme. Thank you for all your effort in this programme"

"Thank you to you and Norah for the class today. I was not in the best of form and contemplated not going! I am so glad I pushed through because I got a lot out of the class today, great information and thought provoking. I saw smiling faces, and positivity and I felt good just being amongst the other ladies."

"You are doing an amazing job! I've sat in long enough and I'm just so happy I contacted you that day and went in and spoke with you. I finally took that big step outside my comfort zone and can't believe how much I've been enjoying it plus yourself and everyone in the centre have made myself and my little man feel very welcome. Seeing him so happy going to the crèche and talking about it does my heart good, they are all so good in there too."

"Thanks to you and our beloved centre, I found my job."

"Since attending Reap I have noticed a big change in myself. I am feeling much happier, motivated, excited to learn new things. This will all benefit me especially for when the time comes that I decide to go back out to work."

"I am now working, and also at my dream job. What else is fashionable to say here? Thank you very much for existing. My favourite place where I want to return is First Steps."

"First steps woman's centre is brilliant, wonderful facilities and the staff are all very friendly and welcoming. Olivia also organises for my child to attend the creche there, this has been such a tremendous help to me, means now years after giving up my job to look after my children at home I can now get back learning and meeting new people without worrying and stressing."



Accounts Report

Statement of Financial Position (balance sheet) as at 31 March 2024

	2024	2023
Fixed Assets	£319,673	£349,454

Current Assets	2024	2023
Grant Income Receivable	£75,055	£45,359
Prepayments	£2,910	£5,401
Bank	£312,688	£344,427
Total Current Assets	£390,653	£395,187

Current Liabilities	2024	2023
Credit Card	£221	£1,505
Other Wage Costs	£546	-
Accruals	£6,828	£3,772
Total Current Liabilities	£7,595	£5,277

	2024	2023
Net Current Assets (CA_CL)	£383,058	£389,909
Net Assets	£702,731	£739,363

Represented By	2024	2023
Restricted Funds	£369,902	£415,291
Designated Reserves	£150,00	£150,000
Unrestricted Funds	£182,828	£174,073
Total Charity Funds	£702,730	£739,363

Income from Charitable Activities

Grant Income	2024	2023
European Social Fund / Department for Economy	-	£271,472
Department for Communities - CIF	£59,271	£38,903
Department for Communities - WCCF	£38,189	£37,051
Mid Ulster District Council - Strategic Community Development Grant	£7,000	£11,814
The Pathway Fund	£15,000	£15,000
TEO (MEDF)	£41,223	£40,373
Dfc - Prep for Work	-	£2,789
Clear / HSC	-	£5,669
Tesco (Ground Works)	-	£1,125
CIF - Non match Funding: Department for Communities	-	£26,993
Garfield Weston Foundation	-	£30,000
Charities Aid Foundation (CAF)	£2,500	£2,250
The 29th May 1961 Charitable Trust	-	£3,000
Mid Ulster District Council - Community Development	-	£6,100
ASDA Foundation	-	£500
Screw Fix	-	£4,300
DFC CIF Funding - Energy Grant Funding (22/23)	-	£1,500
The W.G Edwards Charitable Foundation	-	£1,520
Choice Housing	£8,339	£3,100
Big Lottery - VERA's Project	£93,035	-
Apex Housing	-	£4,380
B&Q Neighbourly	-	£3,000
The Edward Gostling Foundation	-	£5,000
MUC Donations	£100	-
UKPF - Levelling Up _ REAP Project	£106,899	-
The Halifax Foundation	£5,000	-
The Openwork Foundation	£15,000	-

	2024	2023
STEP - Accounts Receivable	£240	-
Breathe Donation Centurion Mingtl	£93	-
SWC - Accounts receivable	£424	-
Dunbia UK	£200	-
DFC - Cost of Living Intervention 23/24	£1,500	-
TOTAL	£394,013	£515,841

Analysis of Expenditure on Charitable Activities

	2024	2023
Wages and Salaries	£204,997	£280,963
Redundancy Payment	-	£54,390
Staff T&S / Expenses	£1,782	£3,732
Staff Training & Recruitemtn	£1,582	£2,959
Facilitation & Events	£3,299	£4,162
Tutor Costs and Exam Fees	£60,020	£45,932
Participant Travel	£1,419	£1,391
Participant Training & Course Materials	£372	£371
Volunteer Expenses	£1,307	£1,040
Refunds	£319	-
Interpreter Services	-	£40
Renat and Rates	£16,047	£15,971
Light and Heat	£10,297	£14,159
Telephone	£3,545	£2,920
Printing, Postage and Stationary	£3,895	£2,966
IT Support	£7,379	£3,787
Motor Expenses	£306	£1,568
Repairs and Maintenance	£7,973	£9,063
Insurance	£5,925	£4,826
Small Equipment Purchase	£5,898	£643
Creche Equipment	£1,986	£2,478
Professional Fees	£870	-
Subscriptions	£85	£346
Accreditation Fees Application	-	£750
Health and Safety	£24	£124
Donations to other Charities	£550	£987
Emergency Assistance	£1,230	£2,780

	2024	2023
Misc Expenses	£1,077	£1,493
Advertising	£2,162	£2,300
Participant Comfort Expenses	£1,322	£920
Counselling	£1,854	-
Depreciation of Tangible Assest	£29,782	£31,762
Support Costs	£65,877	£65,404
Total Expenses	£443,179	£560,229

Restricted Expenditure on charitable activities for 2024 £588,333 (2023 £560,229).

Funders 2023-2024



The
Executive Office

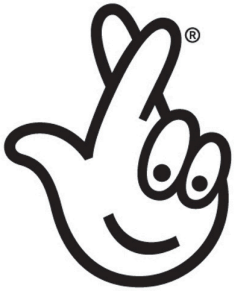
www.executiveoffice-ni.gov.uk



THE OPENWORK
FOUNDATION

Proudly making a difference





**NATIONAL
LOTTERY FUNDED**



The
**Pathway
Fund**



Comhairle Ceantair
**Lár Uladh
Mid Ulster**
District Council





**first
steps**

Women's Centre

Support. Educate. Empower.

21a William Street,
Dungannon, Co.Tyrone
BT70 1DX,

Tel: 028 87727648

www.firststepswomenscentre.org