



Reporting Our Progress on
Social Impact
2023 / 2024

For the period between: 1.4.2023 – 31.3.2024

Presented by
Teresa Waldron

Date:
June 2024

 www.deafinitelywomen.org.uk





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Letter from the CEO

Teresa Waldron CEO

Thank you for opening our Social Impact Report. The report aims to highlight the difference we have made to deaf women's lives by living a life without abuse and fear, empowering them to learn and improve their health and well-being, helping them to gain work skills and experience, and ensuring that they are heard and respected.

I am incredibly proud of the contributions from deaf women as Board members, staff, freelance workers, volunteers, and as service users, both past and present. Their dedication and support drives Deaf-initely Women forward. Our strategic focus remains on being inclusive for all women with hearing loss, Ddeaf, and Ddeafblind women, truly making us *'Stronger Together.'* We hope the case studies, statistics and photos speak for themselves, detailing the positive changes we have made during the year.

A heartfelt thanks to our partner organisations and funders for their continued support in making a difference for deaf women.

I hope you enjoy reading the report.

Best wishes,
Teresa Waldron,



Charity Overview

Vision

A world that empowers and is safe and inclusive for deaf women.

We aim to ensure that all deaf women are:

- Living safe and free from domestic/sexual abuse
- Empowered to learn in an inclusive environment
- Supported to gain work skills and experience
- Given a voice, be heard & respected, and
- Enabled to improve their health and well-being.



Workforce

**Our organisation & workforce
100% led by deaf, deafblind &
hard-of-hearing women**

**Supported by deaf Board members, volunteers and
freelance workers:**

10 deaf Board members

12 deaf employees

16 deaf volunteers

And 77 deaf freelance workers



Charity Overview

Mission

A deaf-led organisation that is 100% governed, managed and delivered by, and for, deaf, deafblind and hard of hearing women. Together we can make it happen!

We will see deaf women:

- Feel safe and secure
- Become knowledgeable & make fully informed choices
- Undertake volunteering, work & educational opportunities
- Feel empowered & respected, and
- Feel less isolated which will improve health and well-being.

Domestic and sexual abuse: Deaf Abuse Free service

- Assessment and Advice on safety & escape plans - DASH-risk service
- Drop-in services in Derby and Nottingham
- One-to-one community outreach support service
- IDVA and ISVA services, including court work
- MARAC Conference meetings
- Workshops on personal safety
- One-to-one Freedom Programme training
- Access to free, food parcels, furniture and white goods
- Art therapy service
- Access to free legal advice on benefits, debt, housing and family law





Deaf Abuse Free service

Case study

"I was physical, mental, coercive, and emotional abused by my former partner for a few years. When I fled with my child to a refuge, I was lost and I didn't know what to do. When Deborah came to the refuge, it's lifesaving: she helped me with signposting, talking to my employer, talking to social workers and supported me through everything like the courts progress. I was the only deaf woman in the refuge, and I was isolated from the deaf communities, because my former partner was also deaf – so her visits also helped in that sense, to have someone to communicate in my language in a safe space. Deborah also taught me the Freedom Programme which I learnt so much and the most importantly, that the abuse is not my fault at all. I used to be a broken woman, but I came out a bit more confident, stronger and more empowered – all thanks to Deborah and Deafinitely Women".

Domestic and sexual abuse: Home and personal security service

Deaf-initely Women provides home and personal security equipment to make deaf women feel safe in their homes and when outdoors. They said our security service has made them feel safer. We apply a strict eligibility criteria and have provided a range of equipment such as door chains, padlocks, personal alarms and key safe locks.

...make deaf women feel safe in their homes and when outdoors.



1 2 1

**Vulnerable
deaf women
supported.**



Home and personal security service

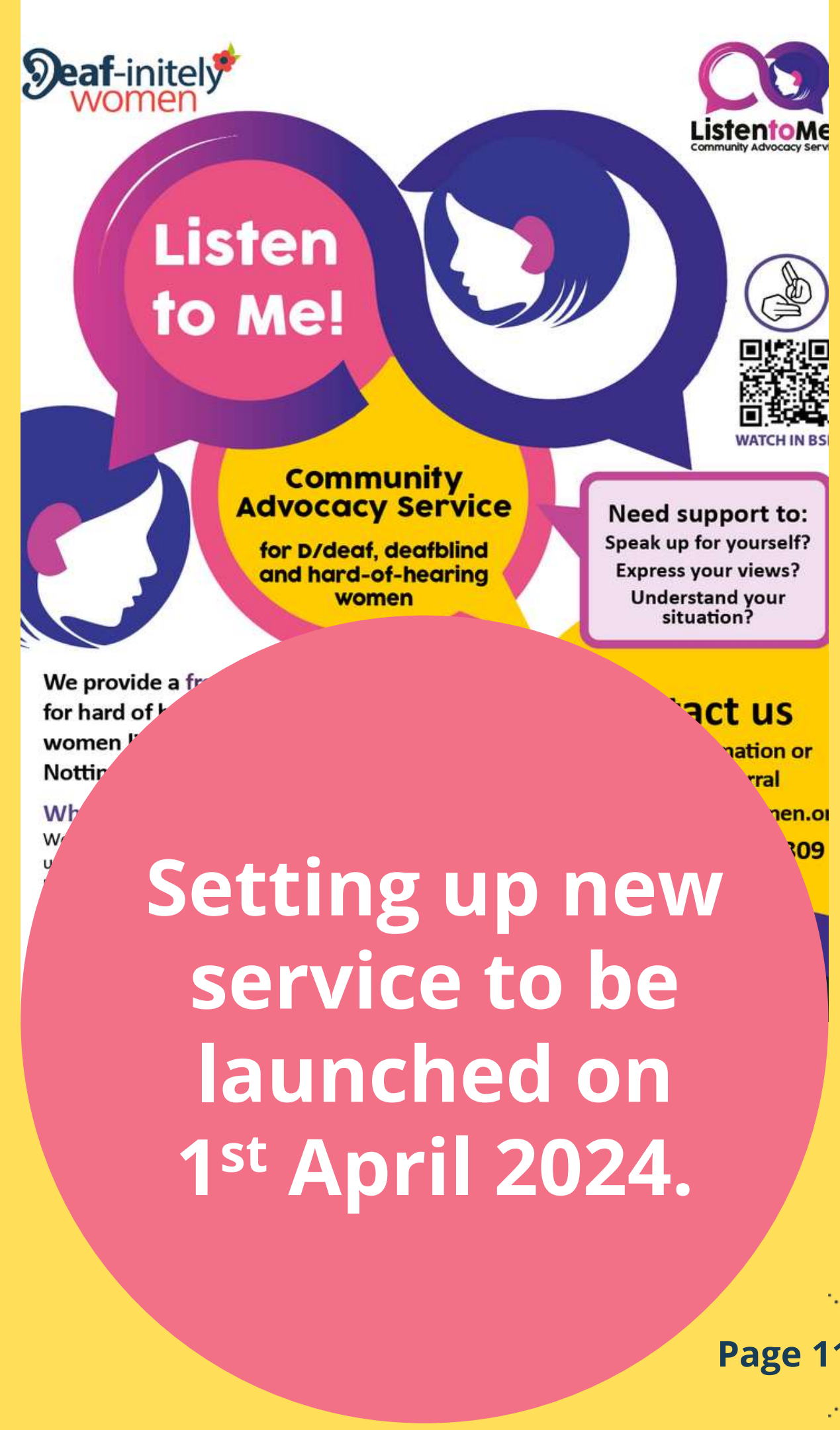
Case study

“I contacted Deafinitely women due to difficulties I was having with my hearing loss and feeling unsafe in my home and isolated due to not knowing anyone else with a hearing loss. They came to meet me in my home and went through the home safety assessment and I was then sent a number of safety items for my home. The doorbell being the most important item for me as I regularly missed people knocking on my front door as I couldn’t hear them. There was also a panic alarm in the safety items, and this has helped me feel safer away from my home. I believe this scheme is very good for those with hearing loss especially those that live alone & need their home safe and accessible”.

Advocacy: Community Advocacy service - Listen To Me!

We have been busy setting up a new Advocacy service, which will be launched on 1st April 2024.

We have recruited a qualified Advocacy Manager who is supporting deaf women to be heard and have their wishes respected and supported. With her lead we have developed leaflets and a new webpage and started service planning and networking.



Advocacy: Specialist Statutory Advocacy service

Our Advocacy team has been preparing to launch a new charged-for, statutory advocacy service for councils and public bodies next year. We have already received enquiries for this year. Public authorities recognise the need for specialist Ddeaf and Ddeafblind statutory advocacy services. We specialise in:

- Deprivation of Liberty (DoLs)
- Independent Care Act Advocacy (ICAA)
- Independent Mental Capacity Act Advocacy (IMHA)
- Independent Mental Health Advocacy (IMHA)
- Relevant Personal Representative (RPR)

& Disability Advocate?

DoL
ICAA
IMHA
RPR

Social Connection services: Community Connectors

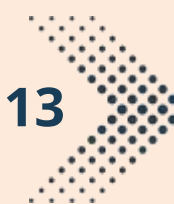
Over the past year, we have recruited and trained a group of deaf women to become Community Connectors. Their role involves connecting with isolated deaf women and encouraging them to access mainstream services, including our services and activities (in person & digitally) to enable them to connect with other deaf women.

“I am writing to say how much it helped to have a social connector visit me. It helped me realise that other people do who struggle too just like me and need help. The social connector told me loads of information about groups and apps that I did not know about. I now feel more confident and not alone knowing there is help and support out there thanks to Deaf-initely Women and their social connector.”



81

**deaf women
connected.**



Social Connection services: Coffee Mornings

Since July 2023, we have held coffee mornings that 133 deaf women attended throughout Derby, Derbyshire, Nottingham and Nottinghamshire. Deaf women enjoy coming to our coffee mornings and connecting. During the coffee mornings, we use the opportunity to talk about health, policing and personal security issues.

“I met the lovely social connector and other deaf, hard of hearing and deaf-blind women. They all made me feel very welcome and for the first time in years, I felt like I belonged. Just being able to chat to other women, who have experienced similar life battles as I have and who understood basic deaf awareness, improved my mental well-being immensely.”



133

**deaf women
connected through
coffee mornings.**



Deaf Women's Health: Sexual Health

209 deaf women attended 4 educational workshops provided by four qualified sex therapists. The deaf women had the opportunity to learn more about protecting their sexual health, consent and safe sex from experts. We delivered:

- Sex therapy and healthy relationships
- Sexual Pain and Sexual Pleasure
- Let's Talk about Sex, and
- Sex Therapy.

"There were so many 'sexual slang word'. I felt I realised there were so much more info/banter that I wasn't aware...so learnt new words. Learnt that the important of healthy relationships between two people with mutual respect."

What is
Endometriosis

Thursday
10th Feb
7pm to 9pm

209
deaf women
educated.

Deaf Women's Health: Hypertension service

In partnership with the NHS, we trained 6 deaf & deafblind women as Health Community Connectors . They were trained to undertake hypertension checks. In one day (5 hours), we carried out 89 hypertension checks and found that 25% of the deaf women tested had high blood pressure. They were referred to their local pharmacy and GP. We co-developed with the NHS a joint video in BSL, with captions and voiceover.

“I enjoyed it very much & also want to say thanks for the check-up. My blood pressure was very high. I did not expect that and was quite shocked. I went to my local chemist for 2nd time as my BP reading was still high and I will arrange an appointment with my GP!!”



25%

of deaf women
were confirmed
to have high
blood pressure.

Deaf Women's Health: Health-based workshops

This year we have delivered several health-based workshops such as:

- Making Artisan Bread
- Walking activities
- Aqua Swimming
- Swimming, and
- Eating healthily.

"It has made me think at my diet. I'm eating the wrong foods. I'm going to make changes, eat healthier and join the gym."



199

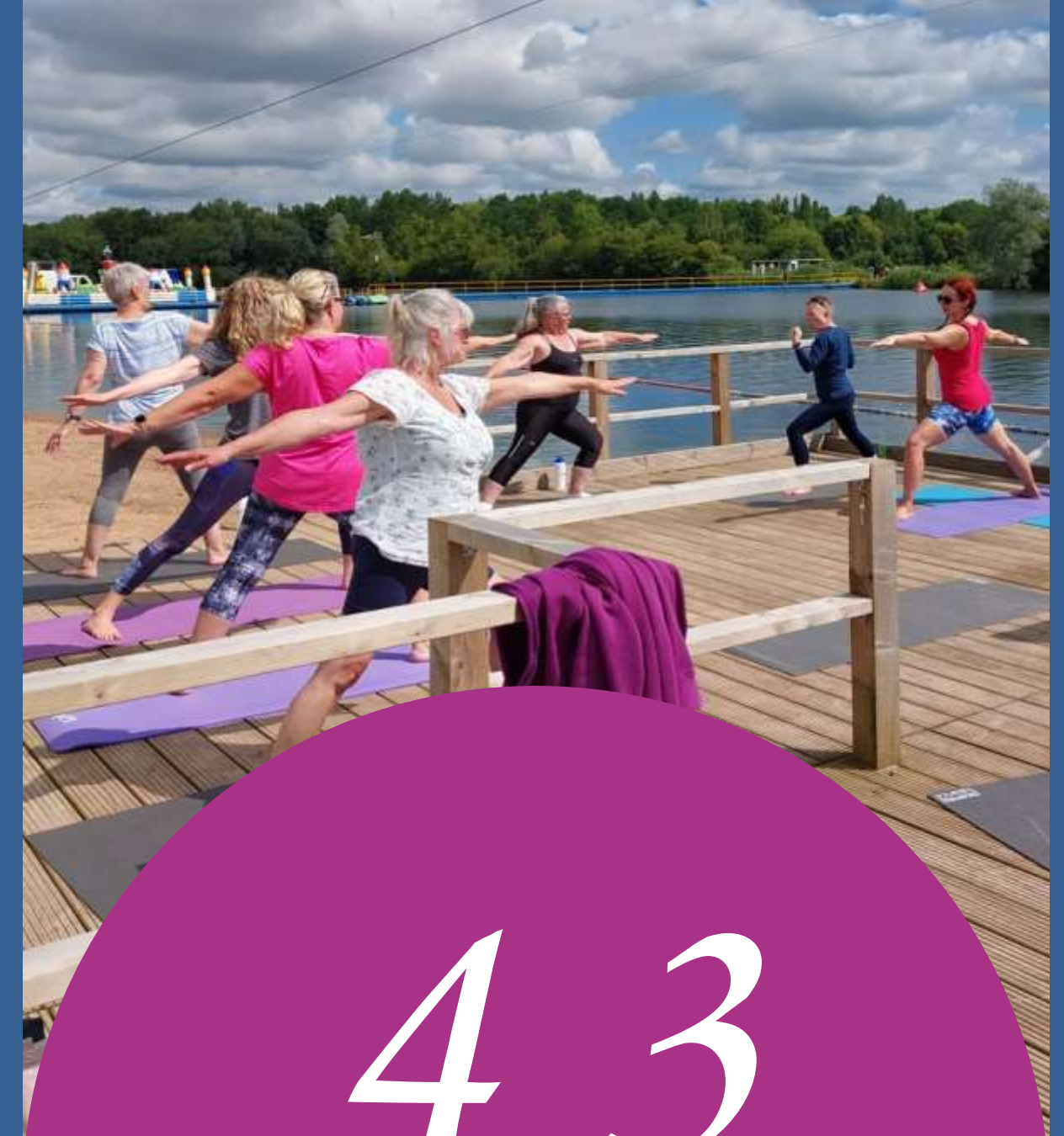
Deaf women
educated on
healthy living.

Deaf Women's Health: Physical activity – Wild project

The Wild project started on 1.10.2023 that led us to organise 12 outdoor workshops on:

- Open water swimming
- Rambling, and
- Yoga.

The outdoor events are proving to be so popular!



43

**bookings made by
31.3.2024 before
activities started in
April 2024 across all
activities.**

Arts and Crafts: Deaf Gals' Arty Party

Since 1.5.2022, we have organised 21 arts-based workshops where 259 booked and 141 deaf women attended. During the last 12 months, we held 10 workshops on: Full Mask theatre - BSL Signing Choir - Glow Art makeup - Book Making - Christmas Wreath - Sugar craft - Paper embroidery - Macrame.

"Very impressed how easy it is to do and design with a little imagination."

Beginner's Creative Lettering workshop participant

One local female participant who regularly attends arts-based workshops built her confidence and decided to enrol in a teaching course so she could become a tutor and facilitate arts workshops in the future.



141
deaf women
learned new
artistic skills .

Arts and Crafts: Deaf artists selling at International Women's day

At our Let's Celebrate Deaf Women's day that took place on 9th March 2024, we had 9 deaf female artists selling their artistic products.

"Thank you. I appreciate your support for Deaf women's businesses. Please more events like this."

"It was great to see fellow Deaf small business owners 😊. Thank you to everyone who stopped by and said hello and placed orders it was truly appreciated"



9
deaf female
artistic traders.

Training services: Bespoke Training service

We have been commissioned by various organisations to deliver bespoke training courses on BSL, lipreading, deaf awareness, and deaf equality training.

Businesses such as:

- Chatsworth House
- NHS
- Skills for Care
- Charities, and
- Councils.

“Once again, thank you for your invaluable contributions to our company’s growth and awareness. Please extend our heartfelt thanks to Jean, Kelly, Claire, and Beth for their exceptional work and dedication”. Chatsworth House 2023



174
employees
received
training.

Training services: Skilling up the care sector that supports deaf and deafblind people

A Deaf-led Training partnership has seen us deliver 8 workshops on:

- Taster British Sign Language session
- Deaf Equality Training
- Taster Deafblind Manual session
- Basic Guiding Skills session
- An overview on how to support and communicate with deafblind people
- Communicating with Deaf BSL users with dementia and
- Communicating with people with dementia and acquired hearing and sight loss.

“So much! Thank you for your holistic approach and frank discussion of the socioemotional impact of deafblindness. Very enlightening.” –
Learner from workshop on An Overview on Supporting and
Communicating with Deafblind People



37

**deaf and hearing
care workers gained
qualifications
through us.**



Employability services: Accredited courses/qualifications

Throughout the year, we have assisted local employers in enabling their employees to develop their continuing professional development through provision of bespoke accredited training courses. In addition, we also trained deaf women to gain digital skills, and accredited qualifications, to help to gain employment for the future.

“ABSOLUTELY AMAZING, really useful information. Leaving with a full 'suitcase' of knowledge and tips. Spurred me to undertake further training”

“Very good presentation. That's help me quite a lot about hearing loss but I am full deaf. It would benefit me to help my clients”

58

learners gained
qualifications
through us.



107

qualifications
issued.



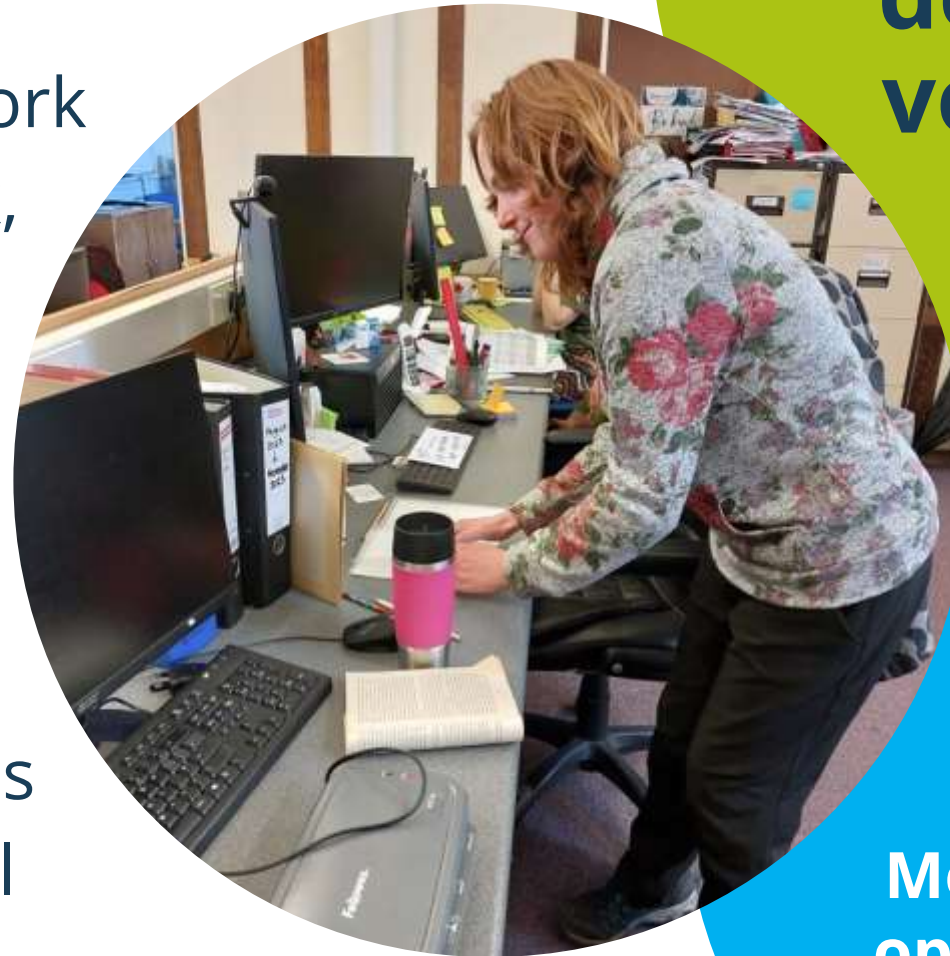
Employability services:

Volunteering

Sixteen volunteers have joined us this year to gain new work skills and experience. Three have moved on to other work, volunteering, and/or educational opportunities.

Each volunteer states their aspirations and goals from volunteering with us. We assess if we are the right charity for them and then put them through our induction programme. During induction they learn admin office skills and communication skills such as poster design and social media awareness.

Volunteering with us provides the opportunity to add safeguarding and equality diversity online courses to their CV.



16

deaf women
volunteered
with us.

4

Moved on to other
opportunities after
building their
confidence with us



Volunteering

Case study



Wendy W

“Since I have joined Deaf-initely Women as a volunteer it has made me learn a lot about myself to cope with my disability. It has been a few months since I started, I have received an enormous amount of support from this organisation with everyone involved.

I have regained some confidence and how to deal with my hearing in public. Deaf-initely Women have helped me financially getting my rights with welfare benefits. To get re-housed as my circumstances are very difficult where I am currently living.

When I volunteer at Deaf-initely Women I am mostly interested in IT work. Usually entering data using Excel, create posters using word. I do various of other jobs e.g organising events, placing paper work in the correct order- files.

In the future I would absolutely would like to meet an employment adviser to discuss my role in IT as a career and to work with Deaf-initely Women. It has made a big difference to my life before I became a volunteer. I am a lot more determined and motivated to achieve what opportunities will be in the future.”

Employability services:

Work placements

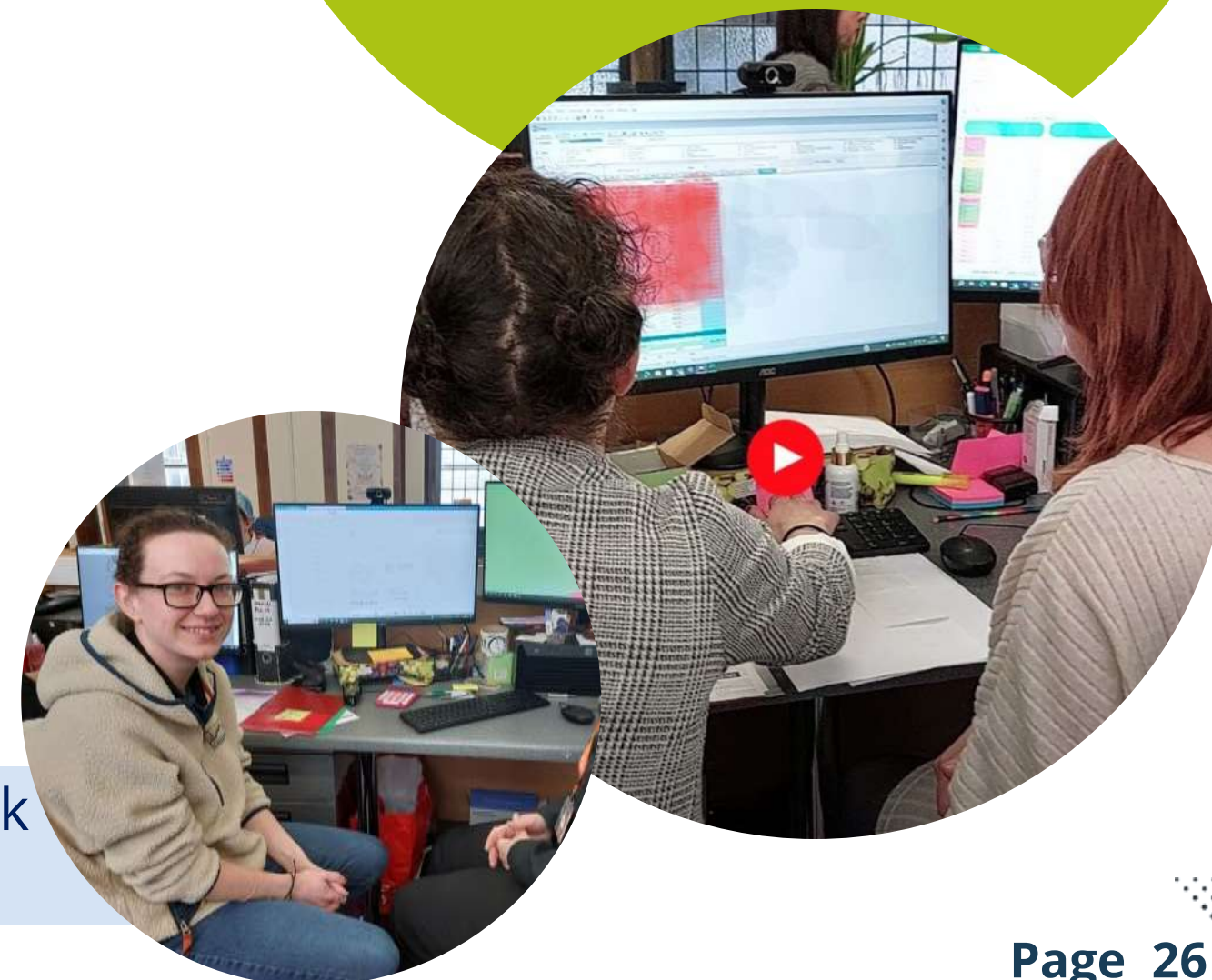
We work with Heriot-Watt University, as well as local colleges and schools to place their students with us. They spend from a week up to three months with us to learn work skills and experience. All have enjoyed their time us and have benefited from working with us.

“THANK YOU so much for the opportunity to work with you and collect evidence for my portfolio. I am excited to continue working with you more in future and supporting your fabulous work!” Katherine Terrell (TSLI)

Fiona W – Accounting work placement from college.

100%

students/pupils have benefited from their workplace with us.



International Women's Day

Let's Celebrate Deaf Women's day

A magnificent turnout of 244 deaf women who attended our Let's Celebrate Deaf Women's day that took place on 9th March 2024 in Derby!

11 volunteers and two staff members collectively organised a fantastic day. We were also supported by deaf women who were high profile speakers/leaders, deaf female traders/ businesses and charities.

"Amazing crowd of women, informative stalls, great police support and highly qualified interpreters! Useful Blood pressure check up. 100% perfect day. But I wish there were more Muslims involved."



244

deaf women
attended – an
increase of 190%
from 2022!

Let's Celebrate Deaf Women's day Feedback

"Thank you and thank you for having me I was so inspired"

*"You all did a fantastic job!!! It was successful day!
And now the words are spreading across in the UK.
Well done to all of you"*

*"A truly amazing day. thank you so much for your time and
efforts. Really enjoyed meeting people and the presentation
by Yvonne was amazing."*

*"What an amazing day yesterday @deafinitelywomen
celebrating Deaf Women . It truly was the most uplifting and
day with great presentations and a fabulous session on pro
ageing from @yvonneycobb . It was great to see fellow Deaf
small business owners ☺. Thank you to everyone who stopped
by and said hello and placed orders it was truly appreciated"*



Financial Impact



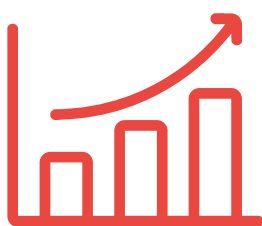
Income

During the 14 months accounting period from 1.2.2023 and 31.3.2024, we have received £477,684.



Expenses

During this time, we have spent £423,806.



Revenue

We have generated sales of £14,986 throughout the year.



2310
Followers



1615
Followers



1506
Followers



550
Followers



1444
Subscribers



Social & Digital Impact



Deaf-initely
women

NEW!



We reach deaf, deafblind and hard of hearing women through email, social media, and by post.

Email Communication

Newsletters: Four times a year, update on events, resources, and support.

Accessible Design: This includes BSL content and uses black/yellow contrasting text for those who also have sight loss.

Social Media

Inclusive Content: We develop vlogs with subtitles, British Sign Language and descriptive text, and visual posters.

Awareness Campaigns: We create engaging posters and awareness posts.

Event Information

Information Packs: We regularly distributed resources and updated information for stakeholders.



Contact Us

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