



**Improving Safety for Women
Since 1994**

Marketing Pack for Partnership Services

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Background

Wise Women has been delivering services for women in Glasgow, and beyond, since 1994. This pack outlines information and costs for partner agencies who are interested in commissioning Wise Women to deliver services to the women they support.

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1. Wise Women Background

- 1.1 Established in 1994 Wise Women were set up to pro-actively address women's fears, concerns & experiences of gender based violence & crime in their personal and public lives through the provision of Personal Safety and Confidence Building Courses.
- 1.2 We are a human rights survivor led survivor focussed service with 96% of the women attending our courses having experienced some type of abuse, violence, harassment, bullying, sexual exploitation by partners, trusted family, friends, acquaintances and strangers at some point or on multiple occasions.
- 1.3 Our Courses run in local communities across Glasgow and with focus groups of women who wish to meet with others with shared experiences of additional and different types of violence and abuse as a result of discrimination including racism, ableism, homophobia and ageism.
- 1.4 We have a lengthy and proven reputation for working with women living with and in complex social circumstances including dealing with the criminal justice system, addiction, homelessness, commercial sexual exploitation, self-injury and poor mental health.
- 1.5 Our consultation work with services has seen us work with Survivors of multiple abuse for the Scottish Government, Trafficked women and men experiencing commercial sexual exploitation and servitude, Disabled women and women who have experienced harmful cultural violence.
- 1.6 When working with service providers, we address staff confidence and awareness raising on the impact of working with trauma, complex needs and burnout, evidencing staff skills and qualities of the work they do on a daily basis.
- 1.7 We are actively involved in a number of citywide partnership initiatives and working groups that focus on Violence against Women, Equality and Diversity and Human Rights. In addition, we host both Glasgow Women's Voluntary Sector Network and the Standing Group on Violence against Women, which hold positions on Glasgow City Councils Violence against Women Partnership and Equality Forum.

2. Personal Safety Course

2.1 Through the provision of our 20hr Personal Safety Courses we:

- Build skills and confidence to help women identify, avoid and escape potentially dangerous situations in the home, at work and in public places.
- Raise awareness on the causes, extent and impact of violence and abuse highlighting when, where and who women are at risk from.
- Challenge damaging women blaming attitudes that have a negative impact on confidence and self-esteem, which can lead to disengagement and harmful or limiting life paths.
- Provide women with advice and information on relevant services for ongoing support improving their (and children's if relevant) physical and emotional safety signposting as required.
- Provide opportunities for peer support easing isolation, reducing self-doubt, increasing self-esteem and encouraging community engagement.
- Guarantee marginalised women and those experiencing different and additional forms of abuse and discrimination, are provided with pertinent, dignified, respectful and equal access to Wise Women ensuring their specific safety needs are met.

2.2 Personal Safety Course Outcomes

Course evaluations, are carried out by an external assessor on the last session. Pre Covid (19-20) evaluations highlighted:

- Increased sense of safety : 98%
- Increased Confidence: 97%
- Gave me access to new information& Contacts: 100%
- Covered issues relevant to my life: 95%
- Felt able to discuss my issues/ concerns: 98%
- Increased Awareness about Violence Abuse, Discrimination and Hate Crime and where to go for help 90 %
- Recommend to others: 100%

“I have used my voice technique and it was bloody scary. Brilliant!”

“To hear how I responded when I was attacked was the best thing I could have done and it wasn't my fault. That honestly changed my life.”

“I made good friends, got good support and ideas and I'm not accepting any more violence or bullying towards me anymore.”

Quotes from participants

3. Wise Women's Confidence Building Course

3.1 Through discussion and group work we address the source of women's low self-confidence and self-esteem highlighting and challenging negative influencers with the view to reducing the self-blame, guilt, barriers and obstacles that prevent women from realising and achieving their full potential including:

- Highlighting and discuss why women internalise negativity exploring inequality, societal expectations, harmful experiences, benefactors of women's low self-esteem and the impact on their personal and public lives including their physical, mental and social wellbeing.
- Raising awareness on women's representation through social media addressing body image, body shaming, the sexualisation of women and young women that have a negative impact that can lead to poor physical, mental health including self-harm / injury.
- Address the symptoms of the impact of low self-esteem, how women express themselves including: internal and external self-criticism, the pros and cons of aggressive, manipulative and passive behaviours, alternative ways to express yourself, realistic expectations of themselves and others.
- Highlight positive dignified and respectful relationships with our selves and others highlighting our human rights and expectations.
- Through peer support, identify realistic action plans for the future including: knowing and asserting your own Bill of Rights, how to interrupt negative spirals, evidencing women's own lived experiences skills and qualities. Support women to create their own "Trade Mark".

3.2 Confidence Building Course Outcomes

Course evaluations, are carried out by an external assessor on the last session. Pre Covid (19-20) evaluations highlighted:

- Increased sense of safety : 98%.
- Increased Confidence: 97%.
- Gave me access to new information& Contacts: 100%.
- Covered issues relevant to my life: 95%.
- Felt able to discuss my issues/ concerns: 98%.
- Increased Awareness about Violence Abuse, Discrimination and Hate Crime and where to go for help 90%.
- Recommend to others: 100%.

"I wanted to use it as a stepping stone, so yes it has lived up to my expectations because I've already stepped onto a different stone."

"Responsibility was a big thing for me ... I may not have been to blame for what happened to me but I'm the only person who can do anything about how it's left me feeling. I can do this!"

Quotes from participants

4. Workshops for Women

- 4.1 Women, particularly those experiencing complex circumstance, often do not have the time to commit to courses. At other times they may be nervous about attending a group session, or meeting new staff.
- 4.2 Our workshops introduce women to our services and staff. We can provide Confidence Building or Personal Safety workshops, or can discuss something more specialised for the women you support.
- 4.3 Workshops are 2 hours long and can support you to identify the women who would like to participate in a full course.

4.4 Costs

Confidence Building or Personal Safety Workshop	
Detail	Cost
Up to 20 women can attend the workshops. (This cost is for a tutor only and any additional costs for venue, refreshments and / or travel for participants would require to be negotiated.) 2 hour session	£ 100.00

5. Confidence Building for Staff.

5.1 Our confidence building sessions for staff aims to highlight how the needs of the service and service users can sometimes reflect and influence the feelings of staff including being overwhelmed, frustrated and burnout. In addition, we evidence the existing skills and qualities utilised by staff for the jobs they do, reminding staff what they bring and the difference that makes.

The session echoes our Confidence Building Course content, focussing on :

- The Source: Working in the support sector, Internalising negativity, barriers, funding and ever changing demands.
- The Symptoms: Identifying areas of frustration, working with trauma and burnout addressing realistic expectations of others and ourselves.
- The Solutions: Dignified and respectful working, Bill of rights and Interrupting negative spirals, evidencing skills and qualities.

This is a full day session starting at 9.30 with mid-morning, lunch breaks and finishing at 4pm.

Up to 20 staff can attend this session and programmes are finalised after discussion with management or Human Resource teams.

External premises and catering can be arranged but would incur additional costs.

5.2 Staff Confidence Building Outcomes (Evaluation of 4 sessions 130 staff)

- Found the day useful. 93%
- Would you use any of the techniques. 87% yes
- Increased Confidence (personally) 81%
- Increased awareness (personally) 84%
- Increased confidence (service) 76%
- Reinforced existing confidence (service) 64%
- Increased awareness. (Service) 64%
- Felt benefit of talking to others. 95%
- Recommend to other staff 96%

“I have a better understanding of the women I work with and my role in supporting them.”

“Evidencing skills and qualities was difficult but that was obviously the point. It was so effective. I already have a couple of clients in mind for it. (also my son).”

“The discussion in our group about low self-esteem and bullying was brilliant. Helped me put some behaviours into perspective.”

Quotes from participants

6. Wise Women Consultation work with Service Users

6.1 Wise Women have carried out a number of consultations with service users including:

Survivors of abuse for the Scottish Government,

- 4 x Trafficked women and men,
- 2 x women in prostitution,
- 3 x Disabled women
- 3 x Deaf and hard of hearing women.

The main aims are to ensure service users with particular shared experiences, those from protected characteristic groups and people dealing and living with chaotic and complex needs are included at all levels of direct service provision including Local and National Governments strategies and action plans.

6.2 Consultations were bespoke for each group including:

- Highlighting the additional and different experiences of violence, abuse, crime and discrimination that uniquely affect marginalised groups.
- Evidencing women's experiences of violence and abuse, the impact, positive and negative experiences of Public, Private and 3rd Sector service provision making recommendations for change therefor influencing policy and practice.
- Service provision evaluation highlighting positive and negative experiences addressing gaps and areas of excellence to shape and influence policy and practice using feedback for service development and attracting areas of additional funding.
- Responding to proposed Local and National Government policy, action plans and strategies ensuring people with lived experience opinions are included at all policy development levels.

7. Costs

7.1 Personal Safety Course	
Detail	Cost
<p>Up to 20 women can attend the courses.</p> <p>Women of all fitness levels, ages and abilities can attend.</p> <p>Personal Safety Course costs including facilitating, programme development, administration, hand out packs, evaluation and write up</p> <p>5 week (10hrs) Course</p>	£ 750.00
7.2 Confidence Building Course	
Detail	Cost
<p>Up to 20 women can attend the courses.</p> <p>6 week (12hrs) Course</p>	£ 750.00
7.3 Consultation with service users	
Detail	Cost
<p>Up to 30 people (women and men) accessing your service can attend this full day session.</p> <p>Refreshments and Lunch would be provided.</p> <p>Costs reflect pre planning meetings with service providers, developing and creating questionnaires and programme, facilitating the day, providing note takers , producing report of outcomes and evaluation.</p>	£1500.00
7.4 Staff Confidence Building Day	
Detail	Cost
<p>Up to 35 staff (women and men) providing your service can attend this full day session.</p> <p>Refreshments and Lunch would be provided.</p> <p>Costs reflect pre planning meetings with service providers, developing and creating programme, facilitating the day, writing up summary report of evaluation and recommendations.</p>	TBC

Pre-registration for all these sessions will ascertain if attendees have specific additional access needs and Wise Women will adapt as required to ensure full dignified, equal and respectful access.

Should you require Wise Women to provide premises, personal assistants, interpreters, crèche and travel this would incur additional costs.

Times for completion of all events will be confirmed on acceptance of quote.



Enquiry Form

Organisational Details	
Organisation Name:	_____
Contact Name:	_____
Contact Details:	
Address:	_____ _____
Tel No:	_____
Contact email:	_____
Service Enquiry	
Which service are you enquiring about? (Please indicate all services you would like information on.)	
Women's Services	
• Personal Safety Workshop	<input type="checkbox"/>
• Confidence Building Workshop	<input type="checkbox"/>
• Personal Safety Course	<input type="checkbox"/>
• Confidence Building Course	<input type="checkbox"/>
• Consultation	<input type="checkbox"/>
Staff Services	
• Staff Confidence Building Day	<input type="checkbox"/>
Details	
How many participants do you expect to take part?	_____
Are participants:	
Women	<input type="checkbox"/>
Workers	<input type="checkbox"/>
Do you have access to a venue?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Will you be providing Refreshments?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Office only	
Date received	_____ Follow up date _____ Lead Tutor _____



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