



*Hemat Gryffe Women's Aid*

# Annual Report 2024 - 2025

*Listening to voices and creating pathways to  
safety for women, children and young people*

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## Welcome message from the Chair

This year, we supported 422 women and 99 children and young people, primarily from Asian, Black and minority ethnic (ABME) communities across Glasgow.

Behind every number is a story of the individual strength of each women, child or young person navigating violence, abuse, coercive control, injustice and isolation while finding help, safety, support and empowerment from Hemat Gryffe Womens Aid (HGWA).

We are facing a challenging landscape: the cost-of-living crisis has deepened inequalities, the increased fear among those seeking safety, the increasing threats to individuals living in Scotland who have an insecure immigration status, online misogyny and violence and abuse against women and girls feel increasingly pervasive worldwide.

Women with no recourse to public funds, the barriers to accessing protection and justice remain an obstacle. And yet, despite the multitude of pressures, our incredible team continue to get positive results for women, children and young people and always show up with compassion, skill and an unwavering dedication. I and my fellow trustees could not be more proud of their collective efforts.

Referrals have risen compared to previous years, and every woman, child and young person is met with tailored, person-centred support that respects their voice and choice no matter the language, legal status, ethnicity, age or background.

We've also made great strides in combatting ongoing concerns relating to young women aged 16 to 18, who too often fall through the gaps of systems that fail to recognise their unique vulnerability between children and adult support services. Many experience coercive control, honour-based abuse and risk of forced marriage. We continue to work productively with relevant agencies across Glasgow to raise awareness of needs as well as clarify risks and rights.

We are deeply grateful to all our funders for standing with us. We are particularly proud to have secured support from Children in Need, strengthening our work with children and young people.

Continuation of core funding from the Scottish Government, Delivering Equally Safe Fund, Glasgow City Council/Glasgow Health and Social Care Partnership and Glasgow City Council Community Fund provide continuity across all areas of service provision thereby strengthening the services we provide to the most vulnerable, isolated and marginalised women, children and young people from ABME communities in Scotland. We also take this opportunity to those organisations and individuals that made financial, clothing, toiletries, food, toys and Easter eggs donations throughout the year, all of which are kindly received.

We have themed this year's report empowering voices of the women, children and young people we support, which is at the heart of everything we do. In a world where women who endure abuse and mistreatment are silenced and overlooked we are committed to ensuring their voices are heard, their stories are respected and their choices are recognised and upheld.

The resilience of the women we support inspires us every day and it is a privilege to walk alongside them on their journey to safety and healing.

Our mission going forward remains to be providing specialised culturally sensitive, bilingual, compassionate support that empowers women, children and young people from ABME communities to keep them safe, reclaim their lives, assert their rights and build a future free from violence.

**Brijji Gandhi, MBE**  
**Chair of the Board, Hemat Gryffe Women's Aid**

# The Cauldron of Pressure

Behind closed doors, silence screams the loudest. Domestic abuse builds like a pot left on the stove. At first, the small signs of abuse start to simmer, then slowly reach a boiling point of fear, control and emotional torment – and possible evaporation of life.

For women from ABME communities, the pot doesn't just boil, it becomes, as Dr E. McLaughlin describes in her research (2017\*), a cauldron under pressure. Women face layers of abuse that swirl and simmer until they boil over in the face of domestic abuse, coercive control with additional difficulties such as insecurities surrounding immigration status, honour-based control and forced marriage compounding their isolation.

At Hemat Gryffe Women's Aid, we lift the lid on this pressure. Through specialist, culturally informed support, we help women on their journey, creating safe pathways from crisis to safety ensuring they are not only safe, but seen, heard and supported.

## Factors

- Multiple perpetrators
- Extended family
- Wider community
- Marginalisation
- Immigration control
- Financial control
- Language barriers
- Ostracised
- Racism
- Feeling lost in a new country
- Honour abuse
- Forced marriage
- No recourse to public funds
- No financial means of escape
- Systemic fear of authorities
- Religious control

\*South Asian Immigrant Women & Domestic Abuse in Scotland: An uncertain legal status and no recourse to public funds (Dr Elaine McLaughlin, 2017)

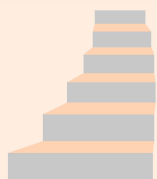


# How we deliver services

**Hemat Gryffe Women's Aid supports women, children, and young people from ABME communities in Glasgow. With cultural understanding and expertise in domestic abuse, honour-based abuse, and forced marriage, we provide specialist, sensitive support across a range of services.**



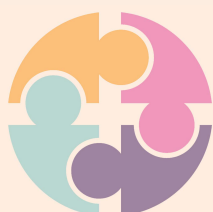
**Refuge** offers a safe, confidential space where women begin recovering from abuse with culturally sensitive support. Our experienced bilingual staff provide specialist care, and each woman is assigned a key worker who offers emotional support and help with housing, benefits, legal matters, and immigration. We advocate for women's needs while respecting their cultural background. Children and young people in refuge also receive one-to-one support to help them understand and heal from trauma in a safe, supportive setting.



**Follow-on** support ensures women are not alone when they move from refuge into permanent housing. Our team helps them settle into their new homes, access services, and reconnect with their communities. Support is flexible and tailored to each woman's needs, experiences, and pace of recovery. We aim to reduce isolation, build confidence, and support long-term stability with understanding and care.



**Outreach** offers urgent support for women living in the wider community who may not be able to access our centre. We receive referrals from agencies and directly from women themselves. Our team arranges to meet women in safe, agreed locations across Glasgow, offering immediate emotional and practical support. The service is confidential, culturally responsive, and built around each woman's unique circumstances.



**Community work** is vital in reaching women, children and young people who face additional barriers to accessing support due to geographical location. To strengthen this work, we recently recruited two new workers who provide support across locality areas in Glasgow providing victim-survivors with support on their doorstep! These posts are funded by **Glasgow City Council Community Fund until March 2026** and they have made a huge difference in keeping women, children and young people safe and protected from those who perpetrate domestic abuse, forced marriage and honour-based abuse.

These dedicated community workers focus on building trust, raising awareness within the locality area, and connecting those who are vulnerable due to isolation and marginalisation. This local service has developed through networking with partner agencies allowing us to provide sustainable outreach work whereby our services are more visible and accessible across Glasgow's diverse communities.

# The Women's Specialised Services: Refuge, Follow on and Outreach support

We endeavour to ensure that all areas of service provisions are accessible and positively respond to the needs of vulnerable women, children and young people. Here are this year's statistics:



**422**

Total number of women supported



**342**

New referrals  
(Advocacy and crisis support)



**84**

New referrals for  
longer-term outreach support



**20**

Women were admitted  
to refuge



**178**

Women had no recourse to  
public funds

## NO RECOURSE TO PUBLIC FUNDS

Women who had no recourse to public funds were supported with immigration advice and signposting and supported through the Migrant Victims of Domestic Abuse Concession (MVDAC) process where applicable.

Women from ABME communities face unique and complex challenges when experiencing domestic abuse, honour-based abuse or forced marriage.

Cultural stigma, fear of community rejection, language barriers, and immigration concerns can make it even more difficult for them to seek help or speak out.

**Empowerment is at the heart of our work.**

We strive to create safe, culturally sensitive spaces where women can regain control over their lives and make informed decisions at every stage of their journey. It is by placing their voice and their choice at the centre of our support services, we continue to build resilience, restore dignity, and uphold the right of every woman to live free from violence and coercion and abuse.

## Messages from women:

*"Fleeing from an abusive husband left us with nothing. The financial help you provided really helped me and allowed me to get the right clothing and bedding for my child's allergies."*

*"I used to call and not be able to get many words out because I was so upset. The way you listened and allowed me to express myself, helped me find my voice."*

*"Thank you for all the love and support you showed to me and my daughters. I want to say a big thank you to all the team that made it possible to be where I am today. God bless you all."*



## Connection & Confidence

**There was an instant connection between two women when they met at our ESOL classes for the women's group. A strong friendship formed through their shared stories and mutual support. Having fled an abusive partner, they had both been accommodated in a hotel in Glasgow, as no housing accommodation was available due to the housing stock crisis currently facing the city. The women shared their experiences of having fled abusive and controlling behaviour.**

With our help, both women were eventually supported into our refuge accommodation, providing them much-needed stability. The women were provided intense, culturally sensitive support from experienced women's workers in refuge.

During the summer, we invited Volunteer Glasgow to speak at our women's group about volunteering opportunities. Feeling inspired, both women began volunteering in different charity shops across Glasgow. In their role as volunteers they thrived, their colleagues praised their work ethic and they were awarded gift cards in recognition of their hard work and commitment.

Volunteering brought more than just praise as it offered practical and personal growth, free from the constraints of a domestic abuse. They honed essential skills such as communication and customer service, travelling through a new city with greater confidence and building familiarity with local systems and communities. Their travel and meals were also covered, which helped to eliminate financial barriers.

These experiences empowered them to craft CVs highlighting their new skills and experience. One of them secured a retail job and, recognising her friend's potential, recommended her for another vacancy. Their success continued and one of them earned a promotion to a senior role and was recognised as Employee of the Month.

Their confidence soared and their friendship deepened. Facing Glasgow's well-documented housing crisis – where temporary accommodation is prolonged and social housing is in short supply – they decided to pool their resources and secure a private let together. They both remain in our outreach service are provided ongoing support, while they're friendship continues to blossom.

*This example shows how important it is to respect and support women to make their own choices about their futures. It's also a great example of how women lift each other up and support one another through adversity, through isolation and thrive together in the process.*

# Children & Young People's Service: Refuge, Follow on and Outreach support

This year has been filled with moments of joy, resilience, and growth for the children and families supported by our dedicated children and young people workers.



**77**

New referrals of children & young people



**62**

Supported in outreach services



**6**

Supported in refuge



**9**

Given follow-on support from refuge

Children and young people (CYPs) from ABME communities who experience domestic abuse often face multiple and complex layers of harm that go beyond physical violence. Some CYPs may not recognise what they are experiencing or witnessing is abuse, particularly if it is disguised as discipline, duty, or cultural tradition. They may also fear that professionals won't understand or that speaking up will bring harm to their family or lead to child protection involvement.

At Hemat Gryffe, it is vital that professionals working with CYPs understand these additional risks and pressures, and respond with sensitivity, cultural awareness and a trauma-informed approach. Effective support must centre the voices and experiences of the individual affected and build trust over time.

At Hemat Gryffe we ensure that no CYP is left unheard, unprotected or unsupported.

## Messages from children and young people:

*"Talking to someone outside helps as teachers and friends are always busy."*

*"She's not just been there for me during tough times she also celebrates every little victory along the way. I honestly don't know where I'd be without her support. She's been a true lifeline and I'm so grateful to have her in my corner."*

*"I'm not really sociable or chatty... I just match your energy. You are a very bright and talkative person so you bring it out in me. I like to express this side of me too."*





# Safety and security for young adults

For 16-18 year olds experiencing domestic abuse, honour-based abuse, or forced marriage, it can be a confusing to be passed between agencies and services. Sometimes considered too old for child protection and too young to access adult support independently, these young women are often left to fall between dangerous gaps in the system.

Cultural pressures, fear of being disbelieved, immigration concerns and a lack of specialist support can all compound their isolation and keep them in abusive situations. Without targeted, age-appropriate intervention, their voices go unheard and their risks increase.

This year, we've made important strides in addressing these challenges. Grounded in the principles of the UN Convention on the Rights of the Child (UNCRC), which recognises 16–18 year olds as children with the right to protection, participation, and support. We have worked to close the gap between what young women are entitled to and what they actually receive. By strengthening our internal processes, developing age-specific responses and working more closely with local partners, we've been able to ensure that more young women receive the tailored support they need at a critical time in their lives.

As we reflect on the progress made this year, we remain committed to building on this work amplifying young women's voices, pushing for system-wide change, and continuing to collaborate with other agencies to keep them safe.

**"With your help I decided to leave my family home. I remember the days I used to call you with hundreds of questions about what was going to happen and you would patiently listen and talk me through the process. I learned so much and you helped me find my independence."**



## Alma's story

# Unlocking Pathways

**Alma\* called Hemat Gryffe when she was 16. She had experienced, emotional abuse, honour-based abuse and forced marriage threats at home. She was facing homelessness.**

Alma had left education and between services it was unclear where she would be better suited for support.

There were missed opportunities to provide Alma with the right support at the first instance. However her HGWA support worker was by her side every step of the way, knocking on doors and building positive partnerships with other services, keeping Alma's rights and the appropriate duty of care. It was with the experience and knowledge of Alma's support worker who made sure Alma was safe.

The support worker worked closely with adult services, and children and families services in Social Work, as well as the homeless team, ensuring each branch was made aware of Alma's circumstances and experience of honour-based abuse.

Eventually Alma was supported with accommodation and continues to be supported through HGWA. She has a bright future ahead of her, with ambitions to work in science. We can't wait to see where her journey will take her.

\*Alma is a pseudonym to protect the individual's identity

*This example highlights the challenges young people face when navigating multiple services without coordinated support. It demonstrates how gaps can lead to delays and missed opportunities to address risks effectively.*

*The role of dedicated advocacy and partnership working is crucial in ensuring individuals' voices are heard and their choices respected. This example underlines the importance of a person-centred, joined-up approach that prioritises the rights and needs of young people facing complex situations.*

# Crisis payments

## Making a House a Home

From April 2024 to March 2025, Glasgow City Council continued its unwavering commitment to supporting women, children and young people fleeing domestic abuse, honour-based violence and forced marriage. A dedicated fund was established to provide financial assistance to those most in need, helping families rebuild their lives.

This year, funding from the **Making a House a Home Fund supported 22 women** and played a significant role in supporting them entering temporary or permanent accommodation after escaping abuse. This fund helps provide additional household needs that make a house feel like a home.

Glasgow City Council's sustained investment in both the Making a House a Home Fund and crisis funding demonstrates a long-term commitment to tackling gender-based violence and promoting recovery. This financial support has not only addressed immediate needs but has helped with long-term wellbeing, resilience and hope for a brighter future.

From cookware to curtains, this enhanced support reduced the financial strain on survivors and empowered them to create safe, nurturing environments where healing can begin.

**"I was able to purchase a pram for my baby as when I left the marital home I had to leave with no belongings. This money made my life easier especially when travelling and doing my shopping. I cannot thank you enough."**



**22**

Women supported by  
Making a House a Home



**38**

Women supported by  
Delivering Equally Safe Fund

Feedback from those supported by the fund has been overwhelmingly positive. Survivors have spoken about the difference it made in their lives not just in terms of physical comfort, but in restoring a sense of agency, safety and stability for themselves and their children.

## Delivering Equally Safe Fund

The Scottish Government **Delivering Equally Safe Fund** provided crisis payments to over **38 women**. This fund provided a vital safety net for individuals and families forced to leave their homes at short notice. These emergency payments covered urgent needs such as food, clothing and transport.

Throughout the year, crisis funding has assisted victim/survivors when escaping dangerous situations providing immediate financial support. It has been described by women as a lifeline during the most critical moments of their lives. Many women shared that the crisis payment allowed them to purchase food, travel and basic essential items.

The **Scottish Welfare Fund** also continues to provide essential support for survivors.

**"Is this money for me and do I need to give it back. I cannot believe I am able to buy things which I can eat and wear. I was never given this choice."**

# Balance Sheet

31 MARCH 2025

|                                       | Notes | Unrestricted funds | Restricted funds  | 2025 Total funds<br>£ | 2024 Total funds<br>£ |
|---------------------------------------|-------|--------------------|-------------------|-----------------------|-----------------------|
| FIXED ASSETS                          |       |                    |                   |                       |                       |
| Tangible assets                       | 11    | 2,665              | 614               | 3,279                 | 5,567                 |
| CURRENT ASSETS                        |       |                    |                   |                       |                       |
| Debtors                               |       |                    |                   |                       |                       |
| Cash at bank and in hand              | 12    | -<br>106,597       | 19,202<br>165,778 | 19,202<br>272,375     | 9,033<br>288,610      |
|                                       |       | <u>106,597</u>     | <u>184,980</u>    | <u>291,557</u>        | <u>297,643</u>        |
| CREDITORS                             |       |                    |                   |                       |                       |
| Amounts falling due within one year   | 13    |                    | (63,457)          | (63,457)              | (18,353)              |
| NET CURRENT ASSETS                    |       | 106,597            | 121,523           | 228,120               | 279,290               |
| TOTAL ASSETS LESS CURRENT LIABILITIES |       | 109,262            | 122,137           | 231,399               | 284,857               |
| NET ASSETS                            |       | <u>109,262</u>     | <u>122,137</u>    | <u>231,399</u>        | <u>284,857</u>        |
| FUNDS                                 |       |                    |                   |                       |                       |
| Unrestricted funds                    |       |                    |                   | 109,262               | 101,914               |
| Restricted funds                      |       |                    |                   | 231,399               | 182,943               |
| TOTAL FUNDS                           |       |                    |                   | 231,399               | 284,857               |

# HGWA Events

This year, we've been out in the community with women and children from our refuge service and outreach women's group, taking part in a range of activities that build connection, confidence, and support. We've also facilitated many events and learning sessions online with ESOL, BrightHer and Village Storytelling. **Together we've been to...**



Kids Out Starr Circus



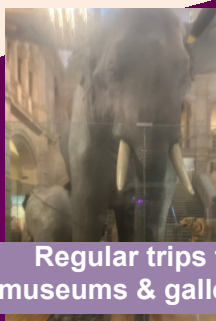
Galentine's cards with ESOL



Soft play with the wee ones



Coffee workshop with ESOL



Regular trips to museums & galleries



Village Storytelling tapestry



Celebrating with women



Glasgow Walking Tour



## Messages from our partners

"I wanted to thank you for facilitating the meeting with me I really do think it made a huge difference in her decision making." **Social Worker**

"We have considerable success to date in moving the women on with their lives and personal goals. This only happens as a result of an effective partnership. The role that Hemat Gryffe has played in this model I would like to replicate across our other partnerships. We are extremely grateful to the women's support worker and all the Hemat Gryffe staff." **ESOL facilitator**

"Hemat Gryffe provide an invaluable service and assist women and young people throughout every aspect of the court process and beyond. Without them, many vulnerable women from minority ethnic communities would be unable to access vital legal services in the face of horrendous domestic difficulties and abusive behaviour." **Fleming & Reid**

"I can confirm that Hemat Gryffe's role in assisting clients with accessing legal representation for removing the restriction on public funds and for regulating their immigration status for vulnerable women is commendable. They provide an invaluable service to clients by signposting them to solicitors such as ourselves who can offer guidance and assistance to those who are at risk of harm and in extremely uncertain and precarious situations." **SKH Solicitors**

"We really appreciate the support we get from Hemat Gryffe. The one-to-one support is really valuable and well attended from our young people. We are particularly impressed with the tailored support that has been offered to the young person. We also appreciate regular feedback from the team, which is helpful and valued by us as an organisation." **High School**

"It's brilliant working alongside Hemat Gryffe. The Children's Worker is always keen to work together to best meet the needs of the family. She has a great relationship with the family and wants the best for them. She is always keen to help out and share." **Children's First, Scotland's National Children's Charity**

"While always being mindful of respect, confidentiality and safeguarding, she gives relevant regular feedback to each young person's key staff members regarding issues that the young people are working through, and how we can best support them, in school. The assistance of Hemat Gryffe is a source of support that we value highly." **High School**

"I'm so glad I made a referral to Hemat Gryffe. The support worker is warm, friendly, empathetic and has great relationship building skills and has provided much needed support. She has also been a great support to me in terms of sharing tasks and demonstrating excellent communication skills, which is needed for joint working. She has also increased my understanding of the young person's faith which I will take with me in future practice." **Social Worker**

# THANK YOU

to all our funders, generous supporters and partnership agencies

## Financial supporters

Scottish Government  
Glasgow City Council  
Cash For Kids  
Children in Need  
Scottish Sadaq Trust  
The Sawar Foundation

## Women's Group

English for Speakers of  
Other Languages (ESOL)  
BrightHer  
Village Storytelling  
CEMVO  
Bike for Good  
Volunteer Glasgow

## Agencies and partnerships

Glasgow West of Housing Association  
West of Scotland Housing Association  
Glasgow City Council / Glasgow Health and  
Social Care Partnership / Community Fund  
Social Work Services Children and Families  
Homeless Teams  
J Bruce Andrew Chartered Accountants  
Thomas Barrie & Co, Chartered Accountants  
Fleming & Reid Solicitors  
SKH Solicitors  
RH & Co Solicitors  
Police Scotland  
Glasgow women's services  
Kiswebs  
Eurosystems and NCS  
Partick Job Centre

And a big thank you to all the teachers and school support staff, NHS staff, health visitors, interpreters, Young Philanthropy Initiative (YPI) Project participants, Assist staff and all those who have sent us donations.

*Hemat Gryffe Women's Aid is a company limited by guarantee incorporated under the Companies Acts (Company Number SC419662) and a registered charity (Charity Number SC012849) Recognised as a charitable organisation by the Inland Revenue in Scotland.*

## Hemat Gryffe Women's Aid

Flat 0/1  
24 Willowbank Street  
Glasgow  
G3 6LZ

