



Every woman deserves
respect and support

Leeds Women's Aid Strategy 2023 - 2026

24hr Helpline: 0113 246 0401
www.leedswomensaid.co.uk



“I was extremely lucky to find the strength to leave. With the help of my family and Leeds Women’s Aid, I was able to start looking to the future.”

-LWA Client



Who We Are

Leeds Women's Aid (LWA) was established over 50 years ago, in 1972, by committed feminist activists wanting to support women and children experiencing and living with Domestic Violence and Abuse (DV&A). In 1973, we opened the first refuge outside of London which was the second in the whole of the UK.



What We Do

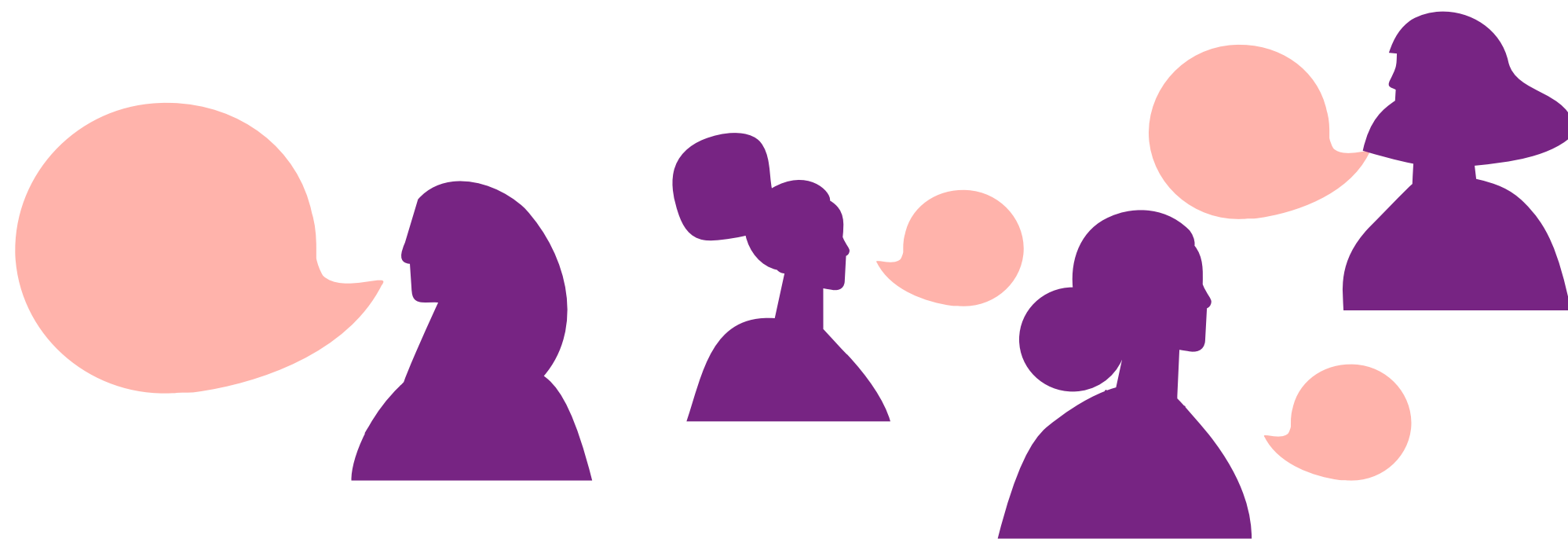
LWA is the largest women's charity in Leeds and although the scope of our work and activity has developed - supporting women and girls who have multiple and the most complex of needs through our partnership work, and additionally, coordinating some services to men and trans-men through our commissioned services - we remain committed to our feminist approach and the client groups with whom we work.

We continue to provide a range of the very best services for vulnerable women and families who are victims and survivors of: domestic, sexual & honour-based violence and abuse; forced marriage; trafficking; stalking and harassment.



What We Do

LWA continues to be the lead agency in the local authority commissioned Leeds Domestic Violence (LDVS) Consortium and the Women & Girls Alliance – Leeds (W&GAL), leading on the National Lottery Community Fund and UK Shared Prosperity Fund (UKSPF) funded projects. LWA also continues to lead on various other partnership initiatives around voice and influence and women and girl's safety.



What We Do

LWA is leading the Leeds Domestic Violence Service (LDVS) consortium in the 8-year commissioned contracts, being responsible for the quality and performance of all services that are delivered in partnership. LWA is responsible for the delivery of the commissioned LDVS emergency accommodation and refuge provision, the Independent Domestic Violence Advocacy (IDVA) service, the 24/7 helpline, and various community-based services, including the Sanctuary Support Team and Voices.

Our Services



What We Do

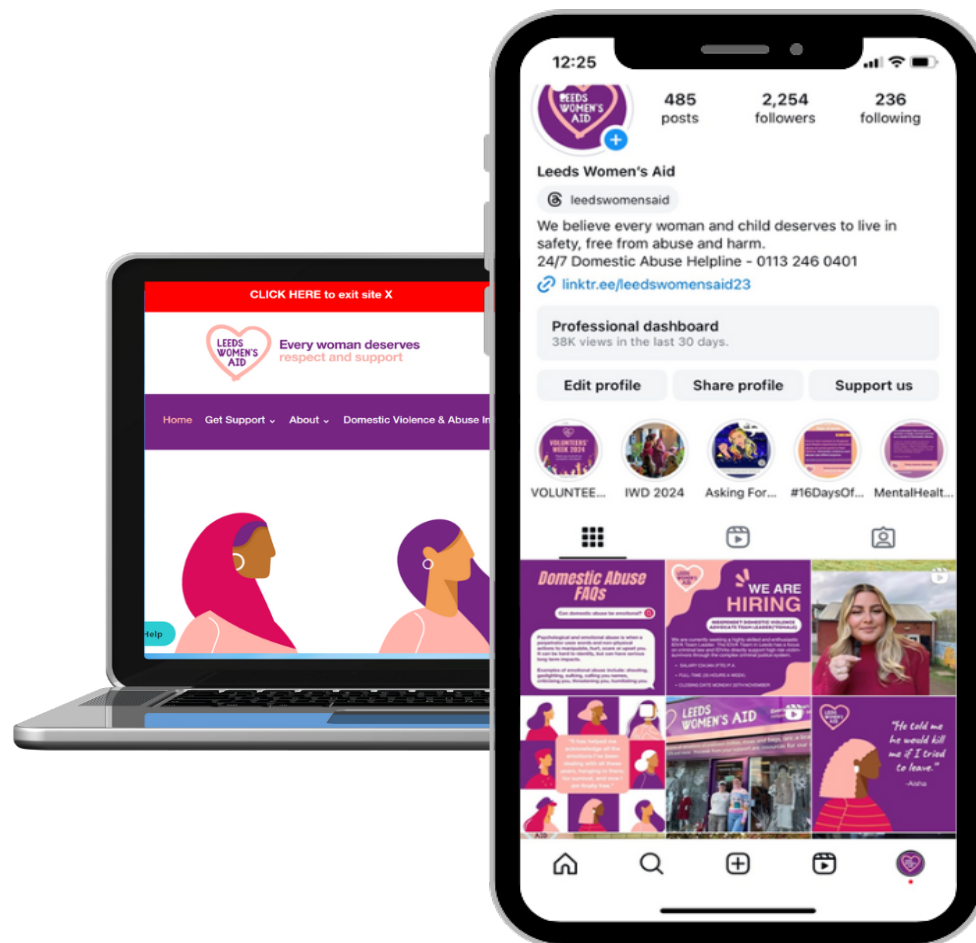
In addition, LWA continues to deliver our flagship independent refuges, and offers community development, online chat support, healthy relationship and staying safe programmes and activities, support for women with multiple and complex needs. We also continue to be a leading voice in our sector to end VAWG through delivering the newer partnership projects such as Ask for Angela and the Women's Night Safe Space.



What We Do

We have an ambitious and interactive website: www.leedswomensaid.co.uk and a strong social media presence on X, Instagram, Facebook and LinkedIn, with a combined audience of over 10,000 people.

We consistently achieve high-profile media coverage to raise awareness of our services, and attend community events to engage with the public.



Our Beliefs

LWA does what it does because we believe:

All women & children should live in safety, free from abuse & fear

Every woman & child has a voice & should be empowered, inspired & listened to

Women centred support is powerful & improves the lives of women, men & children

Our Values

How we do this is driven by our values:



BE EXCEPTIONAL

We are experts in our field & proud of having a women-centred approach.

We are pioneers & leaders, striving to perform & innovate.



BE INCLUSIVE

We are diverse, welcoming, approachable & inclusive in our approach as employers, service providers & people.

We promote unity, fairness & respect.



BE COURAGEOUS

We are honest, inventive & have the integrity to challenge perceptions & practice.

We are encouraging & empowering of each other to be courageous & brave.



BE INSPIRATIONAL

We are proud of our creativity & how we motivate, listen, empower & support each other.

We are encouraging & lead by example to achieve the best.



BE RESPONSIVE

We are collaborative, aware, compassionate & sensitive.

We adapt our approach to meet changing needs.



Our Key Principles:

- To challenge and support each other to be exceptional by being curious about different ways of doing things, thinking beyond our roles, and embracing learning and development in all its forms.
- To be courageous enough to demonstrate humility and vulnerability, and to approach failure with curiosity rather than criticism.
- We welcome, accept and include everyone based on inherent worth and value, enabling divergent thinking in an inclusive environment.
- We believe that everyone has the potential to be inspirational both in what they do, and the way they do it.
- Through our compassionate lens, we find solutions by being responsive, agile and adaptable.

Our Strategy 2023 - 2026

Our 2023 - 2026 strategy gives us ambitious plans for development of our services. This means we are continuing to increase and develop services, but also importantly invest in our current offer and develop future plans.



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Our Strategy 2023 - 2026

The Board has revised our strategic objectives and has been working with our Senior Leadership Team (SLT) to:

- Evaluate and report on the performance against our strategic objectives.
- Work with LCC commissioners on extending our LDVS commissioned services from April 2025 for a further three years to March 2028.
- Continue to develop our people, both staff and trustees, ensuring that they are supported, developed and invested in.
- Continue our work on equity, diversity and inclusion, with our forward focus on mental health and supporting staff.
- Create strategies to mitigate the financial and social challenges facing the country and charities in respect of the continued impacts of the cost of living crisis, political changes and the uncertainty of future government funding.

Our Strategy 2023 - 2026

Our strategic objectives remain central to our deployment and impact during this year and we have refined our strategic objectives and extended our strategy to 2026.

This year saw us refine our strategic objectives to four, focussing in on the areas of most importance to us. Recent progress against each of them is reported on below:

- 1. To be a leader of, and a voice for, women-centred support in Leeds and surrounding areas**
- 2. To be a great place to work where people can develop and grow and our values, including equity and diversity, underpin what we do and how we do it.**
- 3. To be an organisation that innovates by identifying and investing in opportunities ensuring long term sustainability and stability.**
- 4. To reflect on and assess how our accommodation offer impacts clients in Leeds and to explore opportunities to enhance high quality accommodation provision.**



Our Strategy 2023 - 2026

We are experts in our field and we collaborate at every level, we work very closely in partnership in the third sector and with our statutory partners. Working with our service users is the heart of what we do, and that can't be done without relevant, trusting and transparent partnerships.

- We work together with Leeds City Council, and appreciate and nurture this relationship.
- We work within a multi-agency and represent LWA, LDVS and W&GAL on numerous fora, including the Domestic Abuse Local Partnership Board, Violence Against Women and Girls Board, the Domestic Homicide Sub Group, Multi Agency Risk Assessment Conferences (MARACs), Daily Risk Assessment Meetings (DRAMs), Multi Agency Solutions Panel (MASP), Front Door Safeguarding Hub Operations meeting and Domestic Violence Disclosure Scheme/ Clare's Law (DVDS).
- We also work in partnership with a number of corporate organisations, valuing our ongoing two-way relationships, we aim to develop this work further over the next 3 years.



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Our Strategy 2023 - 2026

We share the **#TeamLeeds** ambition of Best City and contribute to the priorities of a range of local strategies and ambitions including helping to devise and deliver the Leeds Domestic Violence and Abuse Strategy 2023 to 2028, which aims to end the harm caused by all forms of DV & A to people in Leeds.

Local strategies and ambitions include Leeds Health and Wellbeing Strategy 2023 to 2030, Think Family, Work Family, Families First Leeds, Homelessness and Rough Sleeping Strategy 2023 to 2028, Leeds Housing Strategy 2022-27 and the West Yorkshire Police and Crime Plan (2021-2024).

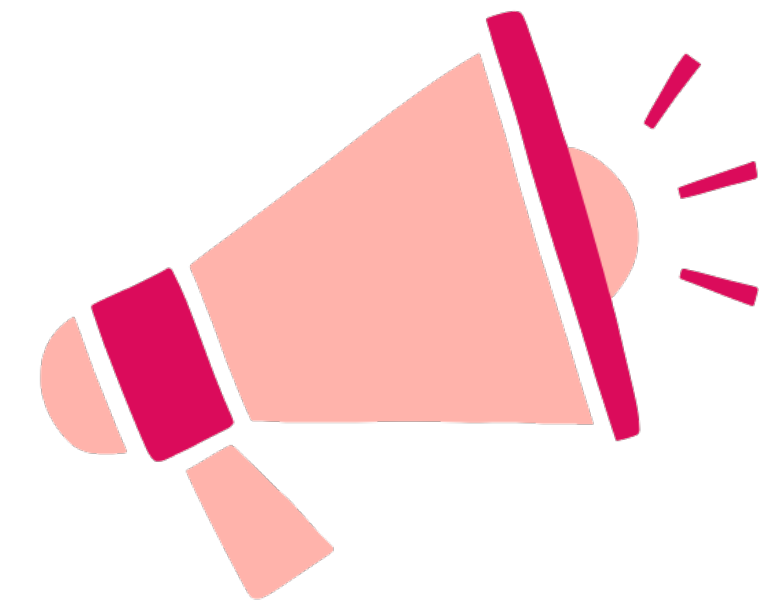


Our Strategy 2023 – 2026

Strategic Objectives

1. To be a leader of, and a voice for, women-centred support in Leeds and surrounding areas

- We will focus our attention on how we can help to lead our sector in improving our combined and collaborative voice and improve the lives of women and girls in Leeds.
- We will have influenced city plans and strategies by providing our organisational voice.
- We will ensure women and children's voices influence everything LWA does.
- We will work with and on behalf of W&GAL and the third sector, encouraging and enabling our partners, and helping to bring in funding to the city, leading on partnership work with statutory and third sector partners to shape it to focus on women and girls' outcomes.



Our Strategy 2023 – 2026

Strategic Objectives

2. To be a great place to work where people can develop and grow and our values, including equity and diversity, underpin what we do and how we do it.

- We will be driven by our desire to be an employer of choice and to create development and leadership opportunities, and effective succession planning.
- We will continue to invest in our people and in our people department, having expertise in-house to lead on a people and culture strategy along with learning and development.
- We will show how proud we are that many of our front-line staff have started with us through casual relief work, progressing to become employees.
- We will promote succession planning and leadership and train and develop our people, promoting our team members to be team leaders and managers.



Our Strategy 2023 – 2026

Strategic Objectives

3. To be an organisation that innovates by identifying and investing in opportunities ensuring long term sustainability and stability.

- We will diversify, maintain and develop restricted, unrestricted and sustainable funding
- We will lead in a diverse range of appropriate projects, initiatives, and opportunities developing new strands of income for LWA.
- We will invest in the Fundraising and Marketing team to increase funding opportunities, including individual giving, community support, corporate partnerships, legacies, events and activities. Our strategic aim emphasises the need to be challenging and courageous in diversifying our reach and our funding.



Our Strategy 2023 – 2026

Strategic Objectives

4. To reflect on and assess how our accommodation offer impacts clients in Leeds and to explore opportunities to enhance high quality accommodation provision.

- We will review our accommodation offer to ensure that we work hard to ensure that the emergency accommodation offer we have is a welcoming space for people from a range of different backgrounds.
- We will work towards having a Social Housing Strategy.
- We will continue to provide high quality accommodation provision.





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General Email:

administration@leedswomensaid.org.uk

Social Media: @LeedsWomensAid

