



**[ WE ARE  
SURVIVORS. ]**

**2022-23**



“When I first started, opening up about what happened to me was hard, but once I got to know I was able to trust my therapist it took me out of that dark place and now I understand it more and can see it with a different perspective. It’s been good to talk about this and not keep it in my head and I can’t thank you enough for what you have done for me, I really appreciate it”.

**WE ARE  
SURVIVORS.**



**IMPORTANT NOTE**

On 9th March 2023, Survivors Manchester was officially renamed as We Are Survivors. This name change was registered with Companies House. As such, throughout this document, we refer to ourselves as We Are Survivors.

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## OUR FOUNDATIONS

### OUR BELIEF

We believe that male survivors of sexual abuse, rape and sexual exploitation have the ability and right to cope and recover from these unwanted experiences and move to a positive future free from pain of the past.

### OUR VISION

A society where NO male survivor is left behind.

### OUR VALUES

- **Transparency:** a founding principle laying in stark contrast to the bedrock of abuse.
- **Integrity:** the cornerstone of all healing.
- **Understanding:** we take all survivors and their words seriously.
- **Responsive:** we make a commitment to predicting, educating and preventing boys and men from being harmed by sexual violence.

## OUR MISSION

To break the silence of the sexual abuse, rape and sexual exploitation of boys and men and support them and their loved ones to engage in positive healing, free from the impact of abuse.

## OUR OBJECTIVES

1. To **promote and protect** the good health of male survivors of sexual abuse, rape and sexual exploitation; alongside those affected by male sexual violation
2. To provide **evidence based** therapeutic **support services** to **male survivors** of sexual abuse, rape and sexual exploitation; alongside those affected by male sexual violation
3. To **provide qualified counsellors, psychotherapists, specialist and general support workers** to **support and advise** male survivors of sexual abuse, rape and sexual exploitation, alongside those affected by male sexual violation, on how to **cope** with and **move beyond** their unwanted sexual experiences.
4. To **provide education, training and awareness raising campaigns** around the issue of the sexual abuse and violation of males of all ages and backgrounds, whilst continuing to **learn from our work** and **respond effectively** to new knowledge and identified needs.



“You’ve made everything so much easier to deal with by creating a really welcoming space to connect with other survivors which I’ll be forever grateful for.”

## A MESSAGE FROM OUR CHAIR

On behalf of the volunteers, Expert Reference Group, staff and my fellow trustees, I would like to present our 14th year in review.

For the past few years, like many individuals and organisations, we have spent a vast amount of time and energy into keeping our heads above water whilst also balancing our commitment to public health and ensuring that any work that we undertake is carried out in line with whatever rules and regulations or restrictions are in place.

The global pandemic might have hit many of us so hard, losing close friends and loved ones; but as an organisation we will always get back up to fight on another day.

I would like to take a moment to thank all of our stakeholders, funders, commissioners, partners, allies and especially our staff team who have made the past few years as supportive as possible for the men and boys we serve. However, 2022-23 is the year that we finally moved closer to whatever kind of normality we are returning to or making.

We found ourselves meeting in person once again, we

were able to begin attending training and conferences, we began responding to requests from those that use our service to create more spaces to be together; it's clear that for many of our men the need to stay connected in communities of identity is strong. Our Executive Team undertook a journey that involved so many stakeholders within the organisation as they took us through the Pilotlight programme and ended with plans and ideas that will see the We Are Survivors continue to strengthen itself and adapt to meet growing demand.

The work that has been undertaken with Pilotlight has caused us to look at every aspect of the organisation and gifted us with reflection, learning and growth; resulting in a set of new horizons that we aim to reach by 2030.

As we draw 2022-23 to a close, I am reminded of just what a year it has been, maybe one of the most important in the organisation's history – the year our boy really did become a teenager.



**Professor Craig Harris**  
Chair, We Are Survivors

## 2022-23 IN DATA

### Referrals Data reporting period 1st April 2022 - 31st March 2023

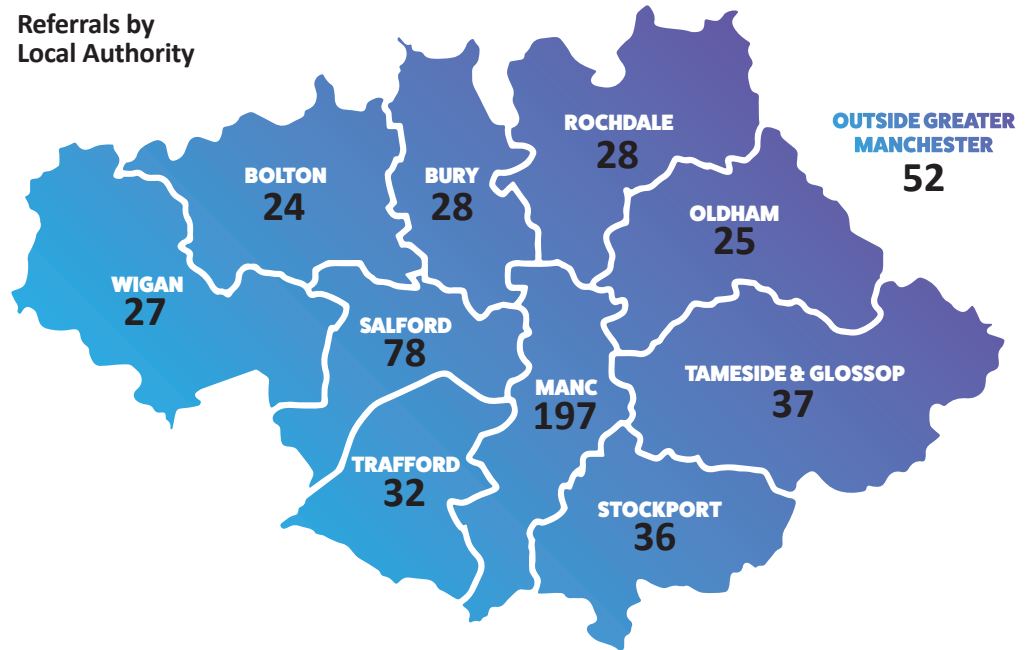
**1528**  
Referrals

564 Community  
964 OUT Spoken

**29%**  
Increase

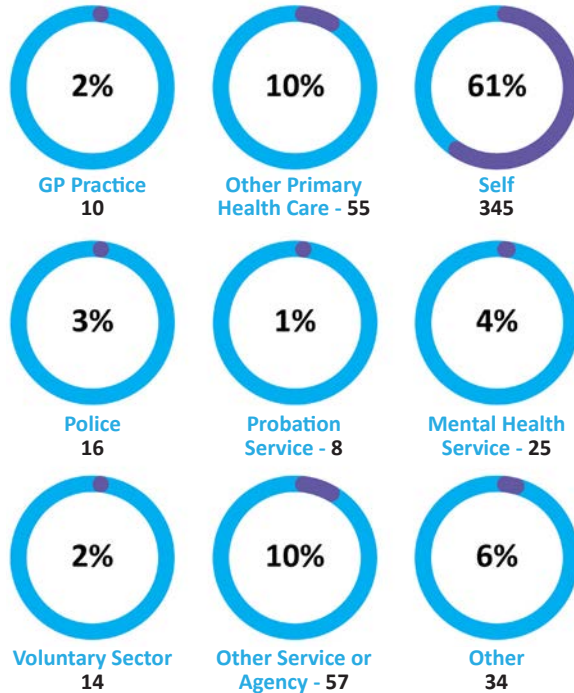
2% Community  
54% OUT Spoken

#### Referrals by Local Authority





## Source of Referrals (Community)



## Source of Referrals (OUT Spoken)

PRISON	TOTAL	%
HMP Altcourse	6	1%
HMP Buckley Hall	85	9%
HMP Deerbolt	14	1%
HMP Forest Bank	46	5%
HMP Garth	75	8%
HMP Haverigg	25	3%
HMP Hindley	61	6%
HMP Kirkham	21	2%
HMP Lancaster Farms	61	6%
HMP Liverpool	97	10%
HMP Manchester	78	8%
HMP Preston	65	7%
HMP Risley	112	12%
HMP Styal	88	9%
HMP Thorn Cross	30	3%
HMP Wymott	100	10%
<b>TOTAL</b>	<b>964</b>	<b>100%</b>

## 2022-23 IN DATA

Access Data reporting period 1st April 2022 - 31st March 2023

Total number of people 'active'

**2,307**

Up **50%** on same period last year

Total number of attendances at any activity

**23,773**

Up **27%** on same period last year

Total number of any non-client facing activities

**2,002**

Up **41%** on same period last year

Total number of any client facing activities

**10,338**

## Session Attendance

### COFFEE SHOP



Sessions - 17  
Unique Individuals - 12

### BUILDING COMMUNITY 1:1



Sessions - 19  
Unique Individuals - 10

### DROP IN



Sessions - 61  
Unique Individuals - 94

### HEALTH WALKS



Sessions - 18  
Unique Individuals - 12

### PRETTY GREEN



Sessions - 33  
Unique Individuals - 15

### THE ART ROOM



Sessions - 29  
Unique Individuals - 12

### THE WRITING ROOM



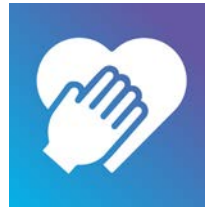
Sessions - 28  
Unique Individuals - 20

### ISVA SESSION



Sessions - 399  
Unique Individuals - 151

### SAFE ROOM



Sessions - 67  
Unique Individuals - 76

### COMMUNITY THERAPY

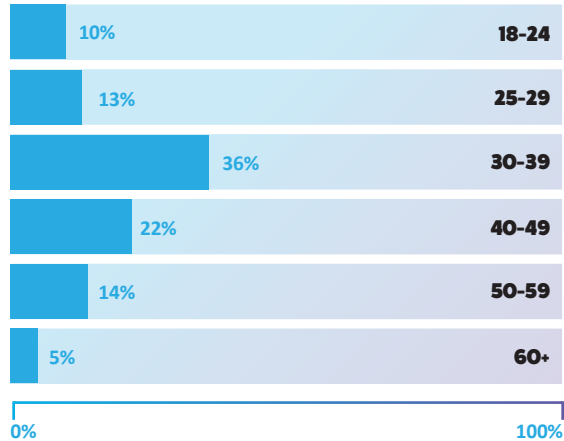


Sessions - 3521  
Unique Individuals - 305

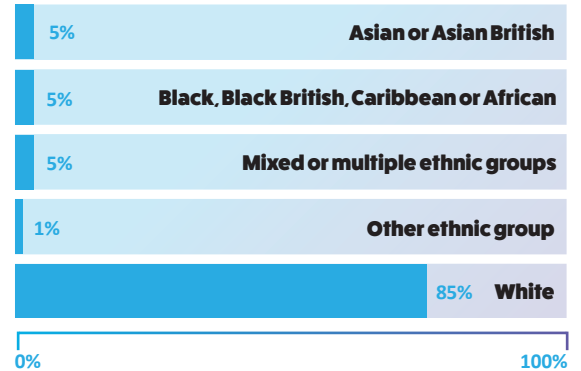
# 2022-23 IN DATA

## Demographics Data reporting period 1st April 2022 - 31st March 2023

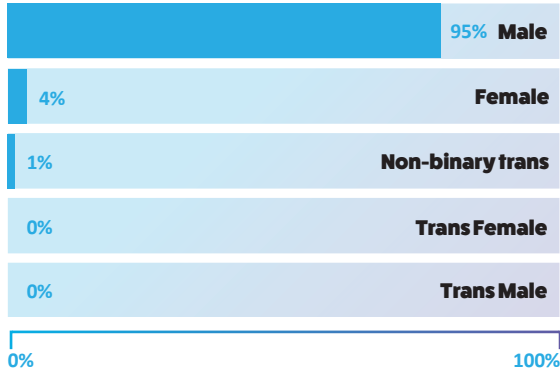
### AGE



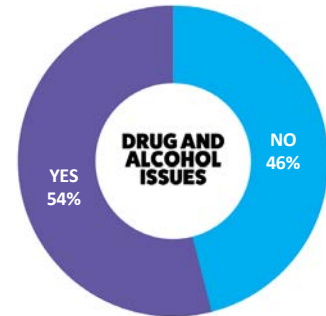
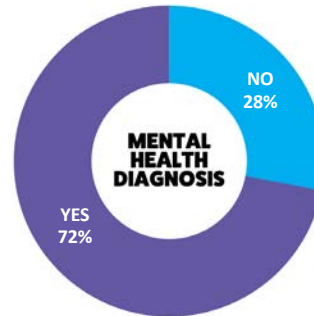
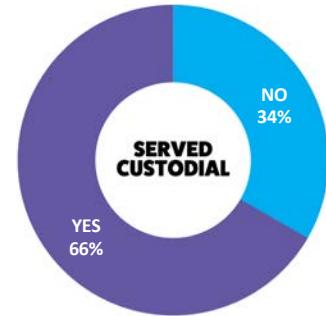
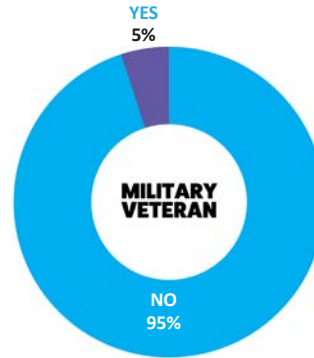
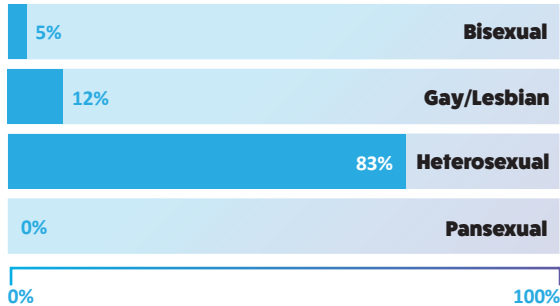
### ETHNICITY



## GENDER



## SEXUAL ORIENTATION



# OUR REACH ONLINE

Social media snapshot Data reporting period April 2022 - March 2023

Followers across  
all channels

**14,567**

Up **9%** on same  
period last year

Number of posts  
across all channels

**3,576**

Up **69%** on same  
period last year

Post impressions  
across all channels

**1,445,437**

Up **68%** on same  
period last year

Post reach across  
all channels

**285,143**

Up **43%** on same  
period last year

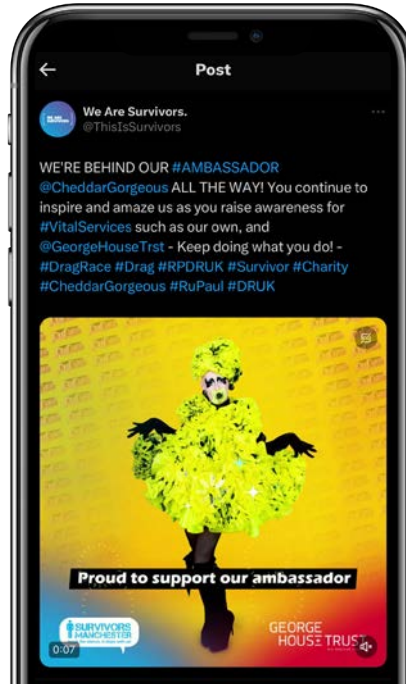
## Our most popular social media posts Data reporting period April 2022 - March 2023



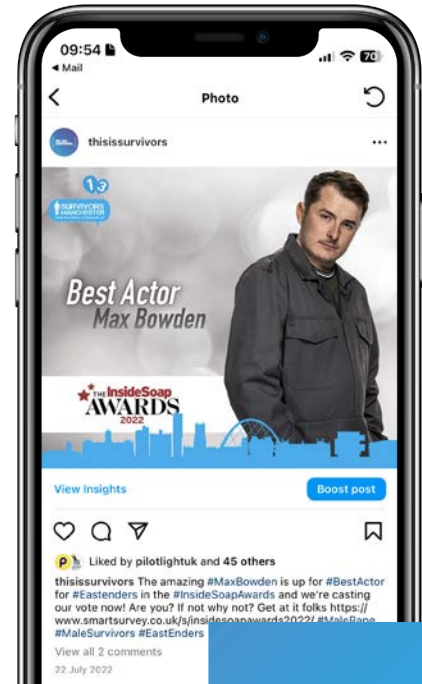
**Facebook**  
23rd May 2022



**X (formerly Twitter)**  
10th November 2022



**Instagram**  
22nd July 2022



As 2022 began and the world slowly emerged from the impact of the Omicron variant (COVID), I slowly started to return to the world of face-to-face meetings, task and finish groups, and working in a post-COVID environment.



**Duncan Craig OBE**  
Chief Executive Officer

Whilst emerging from a pandemic takes time and there is a constant pressure to reflect on the decisions you're making. Whilst this is tiring, the time also brought me, as the Founder and Chief Executive Officer of this amazing organisation, a new clarity that I don't feel I'd had before.

When we set our organisational values (Transparency, Integrity, Understanding and Responsiveness) I'm not too sure that we fully understood them or why we held these



and not others. In walking through the exit door marked 'Post-Pandemic', I have come to realise how much our core values were tested during the pandemic and how holding onto them saw us through to a time where we see more clearly how they are embedded as part of our DNA.

Personally, I have held on to them so tightly during the year and in response they have enabled me to be the most transparent and open to challenge, change and growth that I have ever been, particularly as the Pilotlight 360 programme weaves its magic through the year.

The programme has been transformative for us as an organisation, giving us the ability to identify the journey we're on and the destination we're heading to; but it has also been life changing for me personally as a leader and I am in debt to Hugo, Debbie, Jamie and Nick for being the most incredible critical friends, supporters and advisors I have ever had the honour of spending a year with.

The challenges set by the Pilotlighters and the way the programme itself is delivered forced my hand to go back, to look at and inspect every aspect of the organisation, right down to the roots. It's often the journey to the destination that is the most rewarding.

The journey I have personally been on to get to this point was also recognised this year by the University of Manchester as I was awarded with the prestigious 'Medal of Honour' for my work in the field of male sexual

violence. As I proudly accepted the medal from Dame Nancy Rothwell in front of a number of dignitaries and invited guests, I couldn't help but smile at the thought of how I used to view this institution as not a place for me. It has grown into the place that helped me open my mind and begin Survivors Manchester's journey.

But as the year draws to a close, the journey Survivors Manchester is on takes another big turn as we launch our new brand and new name. We have always made Greater Manchester our home and have always provided support to men and boys beyond Manchester, and our name has never fully recognised that. We have always talked about making a change but it's never felt like the right time. However, as we've moved much more into the North West region due to our work in prisons, and we're finding ourselves being asked more and more about wider UK delivery, the right time feels like its upon us.

So it gives me such pleasure to be able to announce, as I close the book on 2022-23, that from April 2023, Survivors Manchester will become and legally known as We Are Survivors. Its simple, it's self explanatory and it's who we are...

WE ARE SURVIVORS.



## OUR LEADERS

The heart of We Are Survivors is and has always been people, those that engage in the services and those that deliver.



Both sets of people bring so much knowledge to the organisation and in holding our values of understanding and being responsive, we have been able to put that knowledge to good use whilst building individuals' confidence and leadership.

Every member of the workforce holds a leadership role for a topic or issue that is connected to or an important part of our vision to ensure #NoMaleSurvivorLeftBehind. Themes include Equality, Diversity and Inclusion; Access; Environment; Refugee & Asylum Seekers; Sexual Health and HIV; Fatherhood; Neurodiversity; Faith... and that's not all. Each of our ERG members hold a position of Chair of a thematic sub-group, including LGBT+, Disability, Prisoners, Young People, etc.

Being the thematic lead or chair of ERG sub-group means that there is a named individual who takes the lead on their topic and how the organisation engages with it. It means that we have individuals that are always looking outwards to ensure that inwards we are the best we can be.

One such lead, NJ, who is employed as one of our Senior Trauma Informed Therapists has surpassed any expectation of what a Thematic Lead can do. NJ's theme is Suicide Prevention and in picking this up, he has:

- Created a workplan that will ensure the organisation is at the forefront of work to ensure we can aid survivors' safety
- Joined the Greater Manchester Suicide Prevention Strategy working group, ensuring the needs of male survivors are represented and the work of We Are Survivors is included in pathways
- Connected the organisation in to local groups and activities promoting awareness of male suicide (including whilst getting his hair cut)
- Organised We Are Survivors participation in the Suicide Awareness Walk with Salford START.

NJ has driven the organisation's response to suicide prevention. In doing so, this has made our staff team more resilient and our organisation more able to deal with crisis situations. NJ is a true Thematic Lead and Suicide Prevention champion.

## OUR PARTNERS

This year, we have worked with some incredible organisations and formed some of the best partnerships an organisation could ever wish to be involved with.

The success of the OUT Spoken Talking Therapy service installed in the 15 North West prisons can only have happened because of the partnerships with the prison governors, uniformed officers and civilian staff, healthcare and Mental Health teams, and of course Safer Custody. Our partnership working with the Birchall Trust enables us to deliver our support in Lancashire prisons and through the gate; whilst our ongoing partnership with our sister organisation Greater Manchester Rape Crisis enables us to use our OUT Spoken model in the women's estate and in particular HMP Styal. Meanwhile our partnership with the University of Manchester Department of Criminology has provided us with the opportunity to engage in research focused the efficacy of our OUT Spoken service.

We have also begun new partnerships within the community, particularly with the well established Back on Track focusing on Criminal Justice. Meanwhile new boys on the block, Mandem Meetup, are fast becoming such good friends and we are excited to see what those partnerships bring. But the most public partnerships we have had this year have been on the stage and screen. We were proud to

partner with the BBC in the development of the *EastEnders* Ben Mitchell Rape storyline, working with the writers, directors and cast including the brilliant Max Bowden and Aidan O'Callaghan – we even got *duf-dufs* in it! Legendary!

Our long running partnership with Robin Rayner Productions and Alex Gwyther came to fruition in early December when we finally were able to give Greater Manchester Schools and Colleges an early Christmas present in the form of a Education Pack and film (right), *Ripped* – the story of one young man's life after rape and the attack this event has on his sense of maleness.

With our stage experience, we entered into a partnership with Emmerson & Ward to support the first ever UK tour of *The MP, Aunt Mandy and Me* by Rob Ward. Starting off in Edinburgh Fringe, the show wound its way through many a UK theatre, including Manchester, and leaned into a difficult subject of coercion / control within the LGBT+ community.

These partnerships have all helped us continue to not only **#BreakTheSilence** but **#MakeSomeNoise**



## OUR EXPERTS

We Are Survivors Expert Reference Group (ERG) is a group of individuals, experts by lived experience as survivors of sexual crimes against men and boys.

“My name is Callum and I am proud to not only Co-Chair the ERG, but stand side by side with each of its twelve members - individuals who go above and beyond to ensure that male survivors’ needs are met every day.”

Each member chooses positive change for themselves, their brothers, their partners, their peers and for society in general. We strive to live happy, healthy and honest lives and whilst healing does not come easily, it is a beautiful journey that belongs to each and every one of us.

Each member has engaged in the services of We Are Survivors at some point – often not an easy decision! We typed out the referral form and deleted it a few times before pressing send; we rang 0161 236 2182 with a shaky voice to seek help; we made friends for life in the Safe Room; we visited dark places in therapy; some of us attended court with an ISVA; some of our cases never left the Sergeant’s desk based on lack of evidence but our ISVAs were still there for us and some of us are just on our healing journey.

The ERG is in constant conversation with each member and the team at We Are Survivors. We always have the best interests at heart for all the boys, men and non-binary individuals who access We Are Survivors. We discuss anything that has the potential to affect a male survivor

and develop numerous strategies on how we can best support the needs of all the survivors who access We Are Survivors so that no male survivor is left behind.

Since our first meeting in February 2022, the ERG has met a further 4 times and boasts 12 members, all with their own unique experiences. We are really proud of the work we have done so far which includes

- Issuing a Position Statement on the damaging and abhorrent labelling of the LGBT+ community and its allies as ‘groomers’ and ‘paedophiles’ by the far-right media
- Developing the organisation’s opinion on the use of therapy notes by defence teams in court proceedings
- Meeting with Baroness Beverley Hughes, Deputy Mayor of Greater Manchester, and having the opportunity to talk about our own lived experiences of trauma and recovery
- Taking part in national government research focusing on police handling of complaints

The work we have undertaken as the ERG and being part of the ERG has been incredibly beneficial for us.

We were, and continue to be, consulted on We Are Survivors's eight year plan "Facing Forward" and the three horizons the organisation wants to get to, by Duncan Craig (CEO), who took on board all our feedback.

We also met with the Pilotlighters when they visited We Are Survivors's offices, which was a really valuable afternoon and we were able to offer the Pilotlighters a clear vision of the ground-breaking work We Are Survivors continues to do from the perspective of the client. Some of us were also part of the delegation that visited the Pilotlight offices in London for the programme's final session.

We are also proud to ensure we consider our fellow survivors who are in prison. The OUT Spoken Talking Therapy is a We Are Survivors Service that empowers prisoners in the North West of England to be OUT Spoken in dealing with the legacy of trauma. Our ERG Co-Chair Gary, and Chair of the Prison Sub-Group, Michael, have

both used this service whilst inside and now bravely share their invaluable experiences and knowledge with the group, We Are Survivors and the prison estate throughout the North West.

*My name is Callum and I am proud to not only Co-Chair the ERG, but stand side by side with each of its twelve members - individuals who go above and beyond to ensure that male survivors' needs are met every day. The horrific experiences in our pasts denied us basic safety in both our environment and our own bodies and for many years, sometimes whole childhoods and adulthoods, we were forced to prioritise surviving over thriving. Being members of the ERG allows us to not only thrive but to create a safer future for our future fellow male survivors. On behalf of the group, I'd like to thank you for giving us a chance, believing in us and allowing us the time, care and undivided attention to live life after trauma.*

**Callum, Gary, Michael, Lee, Chris, John, Trung, Oliver, David, Paul, Abz, and Sebastian**





“I found this service extremely helpful and rewarding as far as helping me with having a better life instead of constantly questioning everything negatively.”

## OUR JOURNEY TO 2030

### If the road already travelled has been a bumpy one, then what will the path to 2030 look like for We Are Survivors?

We know that the impact of the global pandemic will continue to be felt for a few years yet. We know a bit about how the current cost of living crisis is impacting people now and we're certain that the concerns raised by the voluntary sector, health and social care, and civil society have to be taken seriously and plans created and implemented to stop more people experiencing the impact of poverty they've been pushed into.

We know that the climate emergency is real and we need to act now.

Therefore, to understand that we have to play a big part in tackling these issues, whilst cementing our current support offer and being responsive to new and emerging needs.

We have to hold ourselves to the same high standards that others expect of us.

We have to ensure that that we put male survivors at the front and centre of our thinking, our discussion, our

decisions and our actions more than we have ever done before.

We have to reduce our negative impact on the planet by addressing our carbon footprint, sourcing local suppliers, using local trades people to meet our needs. We need to spend as much as we can within the local economy and with small businesses.

We need to be the best example we can be of a local employer and be part of raising the VCSE sector as a space in which we both work and have a career.

But most importantly, we have to do everything possible to ensure that the vision of a society where NO male survivor is left behind is in the DNA of every single action we take.

I'm sure that whilst the journey might be difficult, the destination will be beautiful.



## OUR KEY POINTS ON THE MAP

### Taking We Are Survivors to the next level...



**Chris Speed**  
Deputy Chief Executive Officer

A key priority over the past few years has been to invest in and develop a leadership team that is not just there to support the infrastructure, but to take the organisation to its next level.

This meant my own position within the organisation changed and at the start of 2022-23, I was extremely proud to take another step in my We Are Survivors journey to take up the role of Deputy Chief Executive Officer.

Increasing the Executive Team has given us the ability to focus on the forthcoming challenges and deal with the present issues. Our Senior Leadership team has benefitted from this structure, which in turn has benefitted and developed our Senior Practitioner Team; which has given our practitioners more chance to grow in skills and numbers. Staff delivering client-facing services has always been priority for us as this has the biggest impact on service delivery as well as clients need for consistency.

Our successful funding awards to grow the services meant the need to manage data compliance and a greater ask from commissioner or funders for information growth. This has led us to identify the need to grow our operations team and we are now reaping the benefits of investing in Operational Leadership, Data Analyst, and Admin Co-Ordination.

Overall, in one year, our workforce grew by 50%; now that is something to be celebrated!

With that growth, I have to ensure that we continue to provide a high level of quality assurance of our services. We have continued to reflect on and learn from our mistakes and have had the opportunity to redesign or fine tune our previous pathways and standard operating procedures. We have put our ISVA services back through accreditation, have submitted our application to have our therapy services accredited by the BACP (British Association of Counselling and Psychotherapy) and have given a member of our team a development opportunity as our Quality Assurance Co-Ordinator.



Having policies and procedures ratified, signed off and disseminated, boxes ticked is important. However, my main leadership priority is to have people who could ensure the quality was embedded throughout our services and we deliver to the highest specification for all the men we are honoured to be asked to support. Our growth presents challenges and the biggest challenge we face from delivering out of one single office into 15 Prisons across the North West and 10 local authorities is the development of a hub and spoke model. We have to work closer with local VCSE partners, develop our relationships across GM, and install pathways for the people who engage with We Are Survivors to integrate back into local communities. We have to play a significant part in developing a more holistic care offer for all our clients with our partners.

In the seven years I've worked for We Are Survivors and seeing the exponential growth we've made in that time can be overwhelming. But sometimes scanning across each arm of the service and having the Expert Reference Group, external colleagues and partners being our

critical friends has given the Leadership Team and me the chance to take stock and breathe before stepping forward.

In that moment of pause, we can hear more, listening to what people have to say about us and what we do. We can never take for granted the feedback, guidance and expertise from external parties and most importantly the Expert Reference Group who rightly hold us to account and sometimes deliver the hard truths of a need for change.

The voices of those that use the services, our services... THEIR services, should always guide us in our decisions on how we deliver them, as we design and initiate delivery at the earliest possible stage.

This really came home to me as we journeyed through our Pilotlight 360 programme and reminded me that as we move forward, I have to hold the organisation open to learning and listening, so we can ensure NO male survivor is left behind.

“The voices of those that use the services, our services... THEIR services, should always guide us in our decisions on how we deliver them, as we design and initiate delivery at the earliest possible stage.”

## OUR HORIZONS

In April 2022, the Board of Trustees ratified the development of three new ‘horizons’ that the organisation will aim to reach by 2030.



The horizons themselves were developed through the process of discussion, debate and reflection with stakeholders, trustees, staff and male survivors. All the rich opinions and words were then taken with us on the journey through the Pilotlight 360 programme where further discussion and reflection helped us refine the words and ideas, resulting in this set of three horizons that we are confident we can reach to ensure that **#NoMaleSurvivorsLeftBehind**

We want to ensure that as we journey to each horizon, that male survivors and their loved ones are not only with us on the journey but are:

- at the governance table
- reflected in the workforce at all levels
- consulted in decision making
- amplified in our voice

We will ensure that the appropriate space and time is protected for those relevant to specific discussions

and pieces of work that will aid us on the journey, and that male survivors that give their time, knowledge and expertise are reimbursed and compensated appropriately.

Much of what we have set within our horizons needs careful consideration, planning and is not necessarily something we do on our own. Partnerships will be integral to us reaching the horizons. Investment and transparency with all stakeholders will be key to our success.

We warmly welcome all discussions with anyone wanting to know more, at this point or at any point in the future.

# OUR HORIZONS 1

## “There is NO conversation about us that’s without us.”

We Are Survivors commits to reducing the average time male survivors in Greater Manchester are in silence by five years by 2025.

We will do this by:

- maintaining the quality and integrity of services
- increasing community awareness and education
- developing research projects within services and settings that provide evidence of the impact and healing journey of a survivor

Research suggests that on average, male survivors can take in excess of 20 years to make their disclosure, the one that results in adaptive or positive change.

We know from 14 years of using our voice to #BreakTheSilence and by amplifying messages of hope, support and action, that men in silence respond.

Our work with Channel 4 and Hollyoaks, ITV and Coronation Street, the BBC and Eastenders have proven to us time and

time again that by sharing stories conversations begin, myths are busted and the power of shame as a silencer dies.

We know that by using our digital platforms and public spaces, facts and information can be disseminated and reach the right people.

An environment that then feels healthy enough to engage in conversation on the subject of sexual violence against males, and one where facts bring hope of change, is an environment that male survivors step into.

The more we invest in creating and amplifying discussion in public spaces, the more boys and men will step out, and the quicker they will access the support they deserve.

The more we can normalise men’s help seeking and our response to it, the less time men are in silence, pain and destruction.



## OUR HORIZONS 2

**"All male survivors supported."**

2

By 2027, every single male survivor in Greater Manchester is offered We Are Survivors services at the point of their disclosure.

We will do this by:

- maintaining the integrity of services whilst increasing the quality of support
- reducing the age of access from 18 to 13 to include young people
- removing access criteria which prevents male survivors under investigation for or convicted of RASSO from being provided with a service

It's widely been accepted that 13 – 17 year old survivors' support has been a postcode lottery and whilst national organisations have created toolkits and campaigns for prevention, survivor organisations have focused more on adult survivors. Support for young male survivors in Greater Manchester has focused on the forensic need whilst CAMHS have been tasked with

addressing impact. Meanwhile, we continue to meet older adult survivors accessing our services for the first time who talk about wishing there was a We Are Survivors for them when they were younger.

By engaging with colleagues in Young People's services; putting our Expert Reference Group members richness of 'lived experience' at the heart of our discussions, and with appropriate engagement to hear the voices of young survivors, we will create a separate male survivor focused offer to ensure all young male survivors are supported.

Following previous research and understanding, we will work in partnership with Probation, Police, and colleagues from the VCSE, to co-design and produce another separate service supporting male survivors who have committed sexual offences, tackling issues connected to the impact of their own experiences of abuse. Providing support to all male survivors is imperative to our vision that **#NoMaleSurvivorIsLeftBehind**

## OUR HORIZONS 3

### “Male survivors in the North West speak out.”

We Are Survivors will provide its services across the North West by 2030.

We will do this by:

- maintaining the integrity and quality of services whilst increasing the reach of our support
- presenting our ‘all male survivors’ services to key commissioners across the North West
- continuing to engage with and publish the ongoing evidence and project outcomes free of charge
- Committing to only reaching Horizon 3 after successful completion of Horizon 1 and 2

Whilst our current community based reach supports Greater Manchester, our OUT Spoken reach supports the North West; therefore this creates a misalignment for 50% of those leaving prison to return to the community.

We commit to ensuring that we add compliment to an area rather than competition. Working with colleagues

from across the sector, such as The Survivors Trust members, health and justice commissioners and male survivors, all with the aim of better understanding the North West landscape for male survivors, we will create a plan to tailor our offers to meet the needs of areas, localities and communities.

Using our current experienced knowledge of the offer across the UK for male survivors, we foresee installing small aspects of our offer in some areas to compliment the support delivered by colleagues and organisations in other areas whilst providing a fuller offer in others, particularly where there is no current provision for male survivors.



# OUR TEAM



**Aisling Coogan**  
Senior Trauma  
Informed Therapist



**Alex Fontaine**  
Trauma Informed  
Therapist



**Alex Mayer**  
Income  
Generation Lead



**Alison Lloyd**  
Criminal Justice  
Services Director



**Allison Lobley**  
Trauma Informed  
Therapist



**Dr Andrew Tomkins**  
Trustee



**Becky Brighthouse**  
Trauma Informed  
Therapist



**Chris Speed**  
Deputy Chief  
Executive Officer



**Christos Tsaprounis**  
Trustee



**Prof. Craig Harris**  
Chair



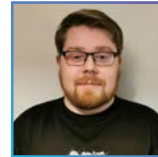
**Daniel Griffin**  
ISVA



**Debbie Mossley**  
HR Manager



**Duncan Craig OBE**  
Chief Executive  
Officer



**Duncan Lyons**  
ISVA



**Evan Chiswell**  
Deputy Chair



**Fran Healey**  
Treasurer



**Gareth Parker**  
Senior Trauma  
Informed Therapist



**Gayna Williams**  
ISVA &  
Advocacy Lead



**Grahame  
Robertson**  
Design Comms  
Co-Ordinator



**IT Manager**  
Yellowgrid



**Jamie Legge**  
Operations  
Lead



**Jeff Pond**  
Group &  
Community  
Development  
Co-Ordinator



**Karen  
Boyd-Pomfrett**  
Trauma Informed  
Therapist



**Lee Partis**  
OUT Spoken  
Services Lead



**Mark Hamlin**  
Trauma Informed  
Therapist



**Michael Roberts**  
Communications  
and Engagement  
Co-Ordinator



**Nick Callow**  
Data Entry  
Co-Ordinator



**Nisaa Ali**  
Senior Trauma  
Informed Therapist



**Njal Long**  
Senior Trauma  
Informed Therapist



**Paul Leadbeater**  
Trauma Informed  
Therapist



**Rebecca Didi**  
Trauma Informed  
Therapist



**Riz Rashid**  
Trauma Informed  
Therapist



**Rob Hutson**  
Trauma Informed  
Therapist



**Rory Brooke**  
Admin  
Co-Ordinator



**Sam Jennings**  
Senior Data  
Analyst



**Sarah Hughes**  
Finance  
Manager



**Sasha England**  
Therapy  
Services Lead



**Simon Hedges**  
Trauma Informed  
Therapist / Quality  
Assurance Lead



**Stuart Avery**  
Trauma Informed  
Therapist



**Sue Cuffe**  
Trustee



**Theo Aarons**  
Digital Content  
Creator  
(Apprentice)



**Urszula Wosniak**  
Senior Trauma  
Informed Therapist

## VOLUNTEERS

**Chris &  
Jamie**

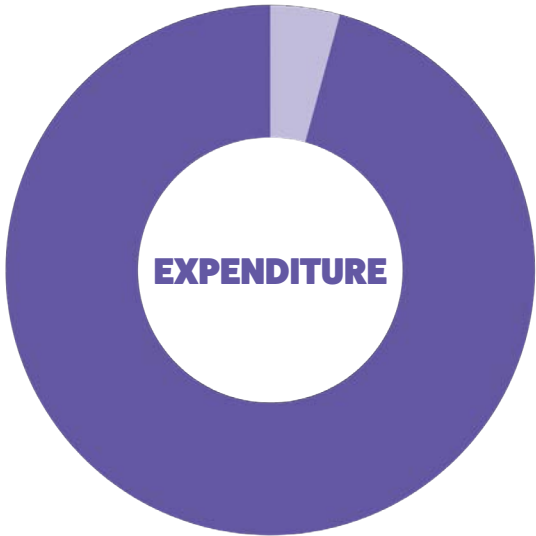
## EXPERT REFERENCE GROUP

**Abdul, Callum (Co-Chair), Chris, David,  
Gary (Co-Chair), John, Lee, Michael,  
Oliver, Paul, Sebastian and Trung.**

# FINANCIAL INFORMATION



Total Donations	£20,655
Total Charitable Activities	£1,637,999
Total Bank Interest	£10,504
<b>TOTAL</b>	<b>£1,669,158</b>



Total Cost of raising funds	£57,735
Total Charitable activities	£1,302,992
<b>TOTAL</b>	<b>£1,360,727</b>



## TOTAL INCOME

Diocese of Salford	<b>£71,774.00</b>
GMCA ( <i>all classes combined</i> )	<b>£230,352.00</b>
GMCVO	<b>Nil - all carried forward to this year</b>
HMPPS (Buckley Hall)	<b>£36,975.00</b>
Lloyds Bank Foundation	<b>£27,250.00</b>
Ministry of Justice <i>(all classes combined)</i>	<b>£280,607.00</b>
NHS Greater Manchester <i>(inc MCCG)</i>	<b>£311,321.00</b>
NHS England	<b>£648,623.00</b>
Zurich Community Trust	<b>£15,000.00</b>
Consultancy & Training	<b>£10,972.00</b>
Other services	<b>£5,125.00</b>

## TOTAL EXPENDITURE

Salary Costs	<b>£766,548</b>
Training	<b>£7,552</b>
Travel, recruitment and other staff costs	<b>£24,085</b>
Other direct costs	<b>£158,369</b>
Small equipment	<b>Nil</b>
Advertising and marketing and website	<b>£20,364</b>
Support costs	<b>£136,363</b>
Property / Rent	<b>£116,699</b>
Office costs	<b>£65,012</b>
Professional fees	<b>£8,000</b>

## THANK YOU

The Trustees, the Chief Executive Officer and Staff would like to thank all our stakeholders in 2022 that have helped us deliver support to over 2111 male survivors this year.

We would like to thank the Diocese of Salford, Greater Manchester Combined Authority, GMCVO, Greater Manchester Mental Health Trust, Greater Manchester Violence Reduction Unit, Lloyds Bank Foundation, Ministry of Justice, Manchester Health Care Commissioning (formally Manchester CCG), NHS England (North), and Zurich Community Trust, for the financial investment they have made in We Are Survivors.

We're so grateful to the amazing Manchester 10K Team of Banksy, Brian, John, Joshua, Julian, Oliver, Pete, Rich, Ste, Steven, and to Aidan for joining them and collectively raising over £5,000.

The work and effort of the team at BBC *EastEnders*, in particularly Cólín, Pete and of course Max Bowden and Aidan O'Callaghan, whose commitment to telling a honest story gave so many survivors the ability to step forward; we couldn't be more grateful and proud.

We give equal thanks to the creative work of Robin, Alex, Max and team who have created a piece of film that will undoubtedly generate create conversations with young men and help them step forward sooner.


This thanks and pride are without a doubt extended to Max and Rob, of Emmerson and Ward, for allowing us to be part of the first ever tour of

*The MP, Aunty Mandy and Me* and giving so many the basis for creating conversations on the subject of coercion / control in relationships with gay men.

We also thank everyone that watched the shows and spoke about it afterwards, breaking the silence for that moment.

We send a special thanks to: Alex Mayer, Alison Connelly and team, Ally Fogg, Andy Burnham, Anne Stebbings, Annie Emery, Baroness Beverly Hughes, Debbie Mosley, Dame Vera Baird, Damian Dallimore, Dan Bell, Darren Knight, Det CS Michaela Kerr, Det Sup Jude Holmes, Jamie (Vol), Juliet Eadie, Lisa Walsh, Matt Hilton and Team, Mark Brookes, Miriam Minty and Team, Peter Smith, Sara Musker, Sarah Hughes, Susan Murphy and Team, Thomas Cracknell, Tracy Wilson, Vanessa Dixon and Team, and all our external clinical supervisors.

And an extra special thanks to the members of the Expert Reference Group of Callum (Co-Chair), Gary (Co-Chair), Michael, Chris, Abz, Paul, John, Oliver, David, Sebastian, who have all helped keep us focused on our goals and challenged us to think differently.



“It took me some time before I could pluck up courage to contact Survivors but I was immediately put at ease once I’d taken that first step. My Counsellor, Allison Lobley, was a brilliant listener and gave me the space I needed to reflect and respond. Most of all, she taught me to be honest with myself and identify the concerns that bothered me most. The road to healing is long but I’ve made huge progress on it. Thank you.”

**[ WE ARE  
SURVIVORS. ]**

**MAIN OFFICE**

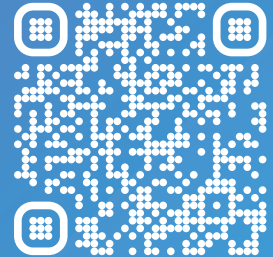
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**E-mail:** [support@wearesurvivors.org.uk](mailto:support@wearesurvivors.org.uk)

**24/7 Rape & Sexual Abuse Helpline:** 0808 500 2222

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[wearesurvivors.org.uk](https://wearesurvivors.org.uk)