



WE ARE SURVIVORS.

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OUR FOUNDATIONS MILE M

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 CHARITABLE OBJECTIVES

- To promote and protect the good health of male survivors of sexual abuse, rape and sexual exploitation; alongside those affected by male sexual violation
- To provide evidence based therapeutic support services to male survivors of sexual abuse,
 rape and sexual exploitation; alongside those affected by male sexual violation
- 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.
- 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.



A MESSAGE FROM OUR CHAIR

NEW NAME, REFRESHED ENERGY, SAME VALUES, SAME VISION... WE ARE SURVIVORS

As Chair, I feel very confident in saying that 2023-24 has probably been one of the most important periods in the organisations history.

My reason for making this bold statement... well that's easy to explain, we changed our name! When I've said that to people, many have looked puzzled that I'm being so bold because in their eyes it's "just a name". But the thing is, it isn't "just a name" and it never will be.

Moving from Survivors Manchester to We Are Survivors was a long process in which us as Trustees took a coproduction approach to the research and design, resulting in a name that inspires, says exactly who we are and helps us move forward to meet the needs of as many male survivors as possible.

Afterall, we are committed to making our vision of ensuring NO MALE SURVIVOR LEFT BEHIND.

With a new name, a new brand, it gave us the opportunity to think more about our purpose, how we carry out our work and what our culture is.

We know this is just the start of a journey for the next few years but we're all confident this is the right road for us to go down.

As I look this impact report, I feel as proud today as I felt when I was first elected as Chair over a decade ago and as we edge closer to our 16th Birthday in 2025, I genuinely look forward to inviting you to come on the journey with us.

On behalf of myself and my fellow trustees, I want to thank each and every one of you for the support you give us day in and day out. Every single bit of help always makes a huge difference.



Professor Craig Harris
Chair of Trustees
We Are Survivors

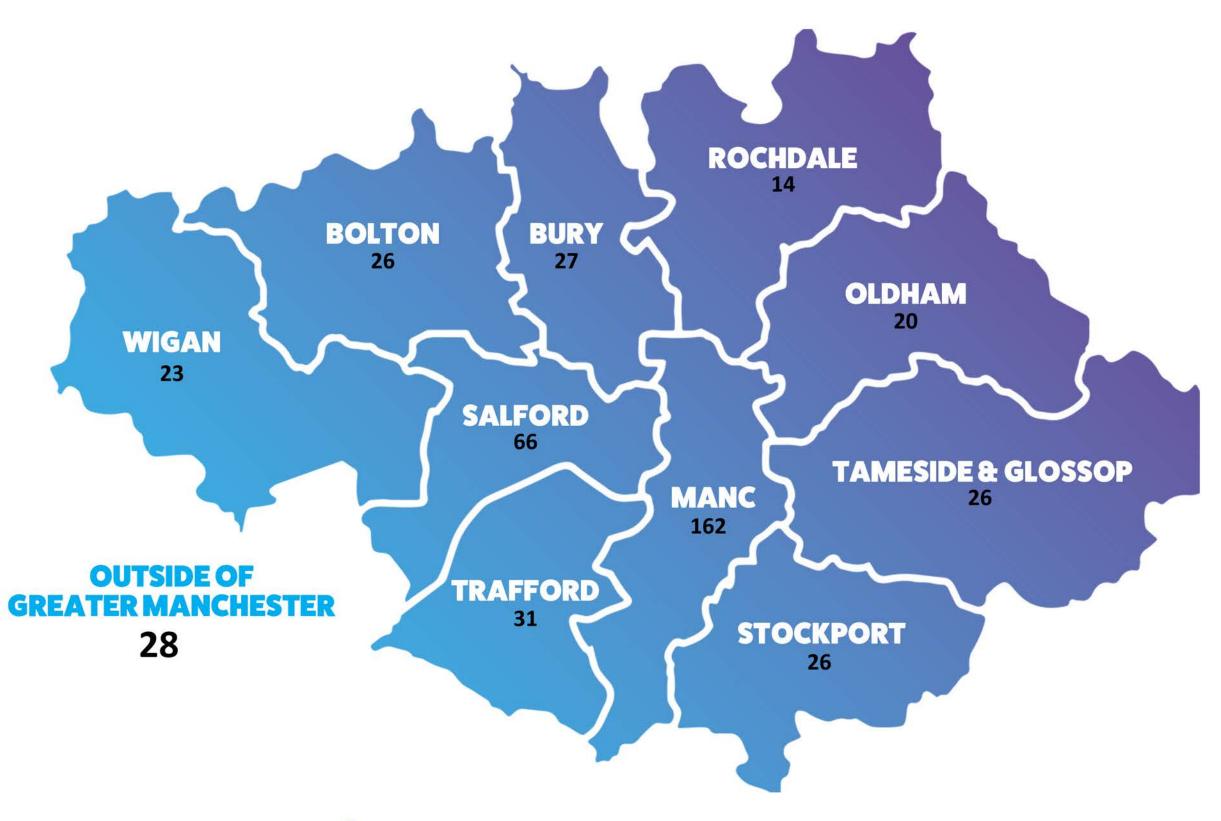


Referrals

Data reporting period April 2023 - March 2024



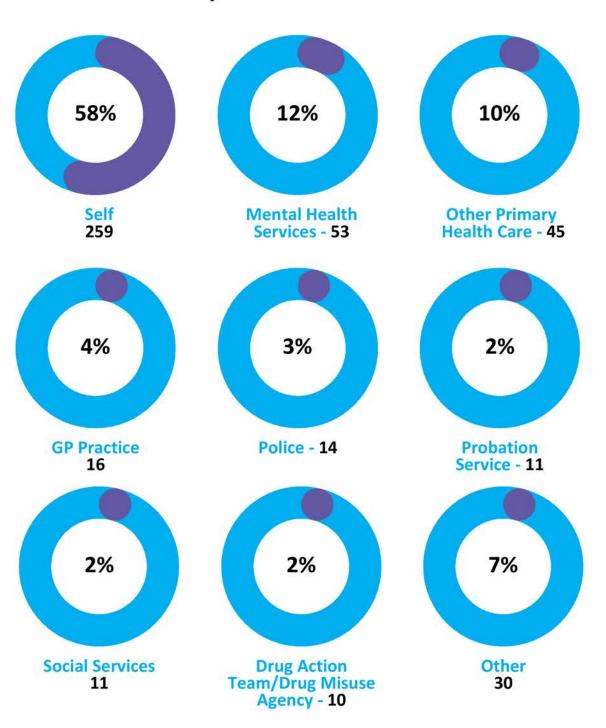
449 Community **1013** OUT Spoken



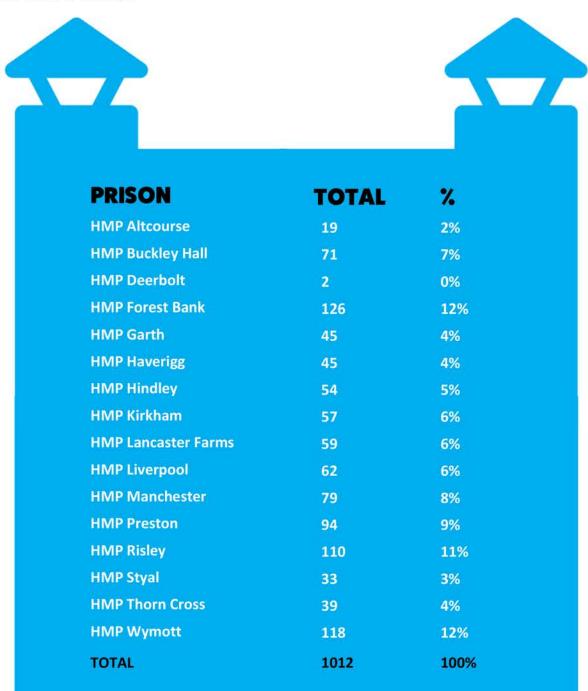
Source Referrals

Data reporting period April 2023 - March 2024

In the Community



In the Prison



Clients Active in Services

Data reporting period April 2023 - March 2024

Total number of people 'active'

2589

up 12% on same period last year

Total number of attendances at any activity

23,356



Client Session Attendances

Data reporting period April 2023 - March 2024

COFFEE SHOP



Sessions - 56 Unique Individuals - 25

STEP INTO SUPPORT



Sessions - 64 Unique Individuals - 50

DROP IN



Sessions - 82 Unique Individuals - 73

HEALTH WALKS



Sessions - 7 Unique Individuals - 7

THE BUILDERS YARD



Sessions - 13 Unique Individuals - 12

COMMUNITY THERAPY

THE PHOTO LAB



Sessions - 6 Unique Individuals - 5

THE GARDEN @ RHS



Sessions - 37 Unique Individuals - 24

THE ART ROOM



Sessions - 39 Unique Individuals - 15

THE WRITING ROOM



Sessions - 40 Unique Individuals - 23

ISVA SESSION



Sessions - 297 Unique Individuals - 123

OUT SPOKEN THERAPY



Sessions - 5134 Unique Individuals - 524



Sessions - 3038 Unique Individuals - 268

SAFE ROOM



Sessions - 71 Unique Individuals - 67

THE YOGA STUDIO

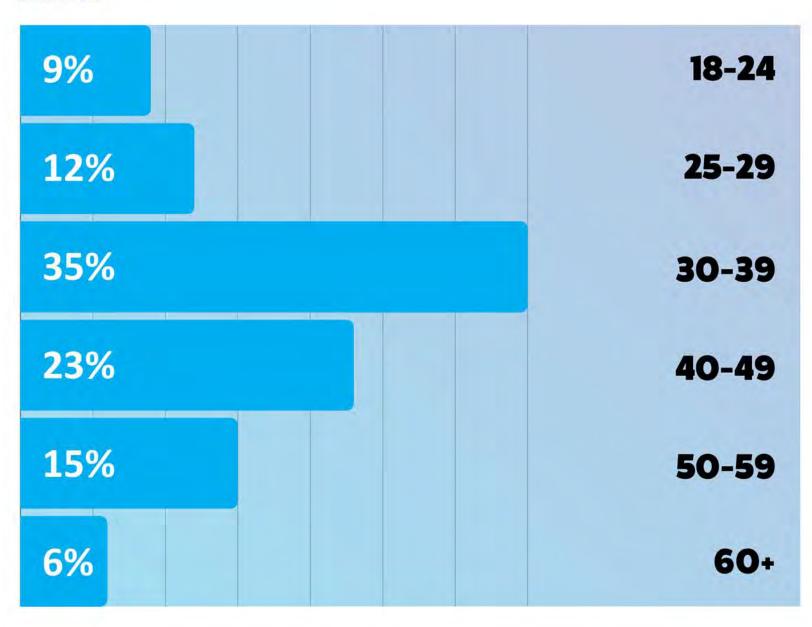


Sessions - 21 Unique Individuals - 13

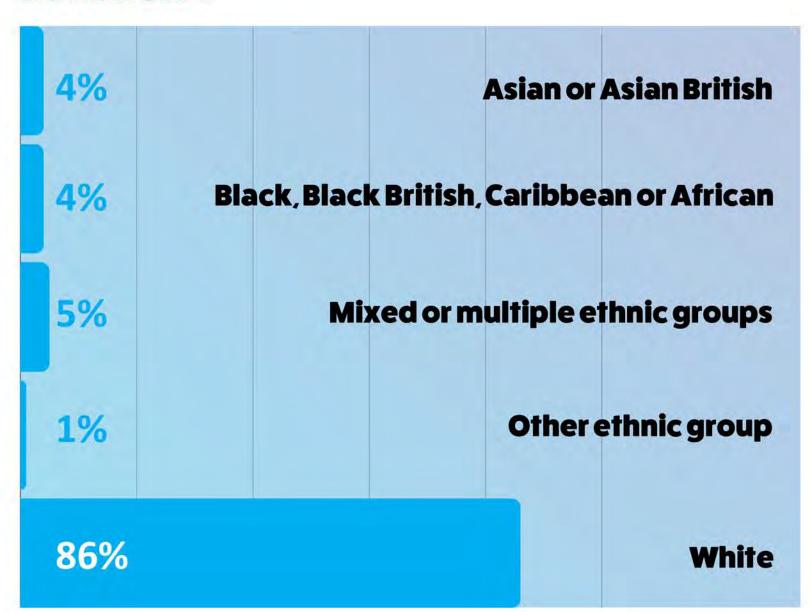
Client Demographics

Data reporting period April 2023 - March 2024

AGE



ETHNICITY



Client Demographics

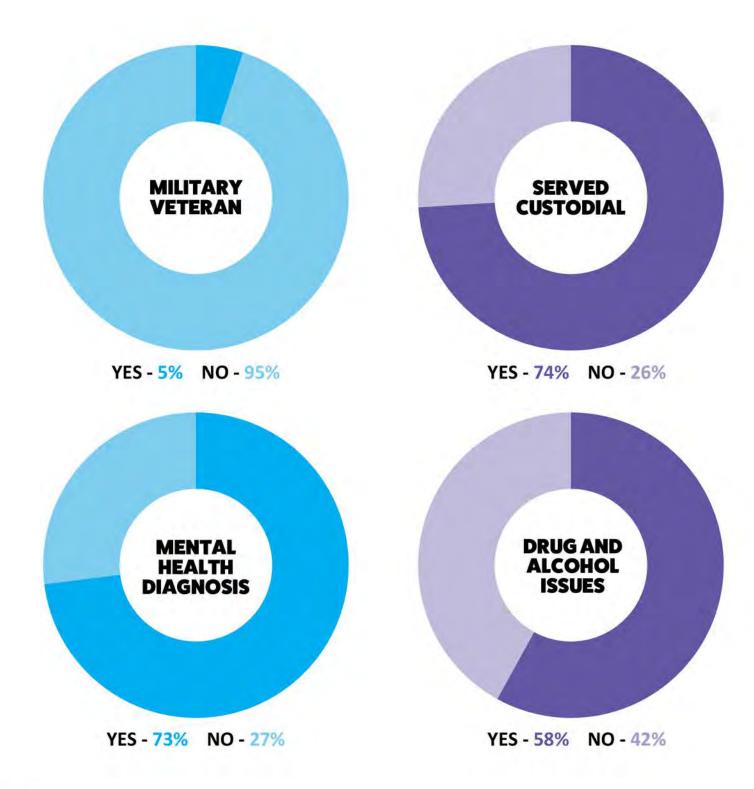
Data reporting period April 2023 - March 2024

GENDER

97%	Male (inc. trans man)	
2%	Female (inc. trans woman)	
1%	Non-binary	
0%	Other (not listed)	

SEXUALITY





OUR REACH ONLINE

Social Media Snapshot
Data reporting period April 2023 - March 2024

Followers across all channels

15,564

up 6% from the previous year

Number of posts across all channels

3,995

up 11% from the previous year

Post impressions across all channels

735,856

up 60% from the previous year

Post reach across all channels

362,841

up 27% from the previous year

OUR REACH ONLINE

Our most popular social media posts

Data reporting period April 2023 - March 2024



20 JUNE 2023

Post commemorating Michael, Expert Reference Group founding member who we lost this year.



1 DECEMBER 2023

Post congratulating Cheddar Gorgeous on winning Celebrity Mastermind and a prize donation of £3,000 to us.



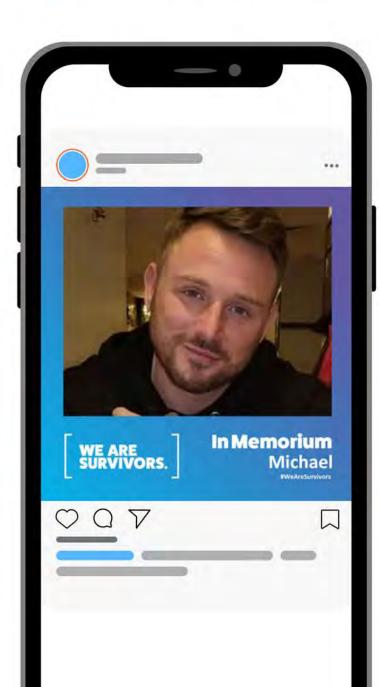
21 APRIL 2023

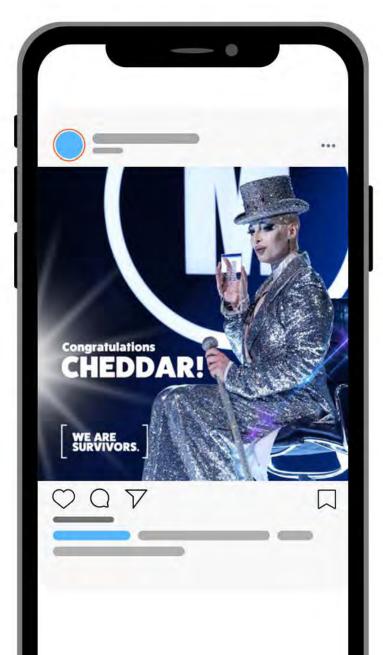
We Are Survivors rebrand displayed 'on' the famous Bolton Wanderers home at the Reebok Stadium.

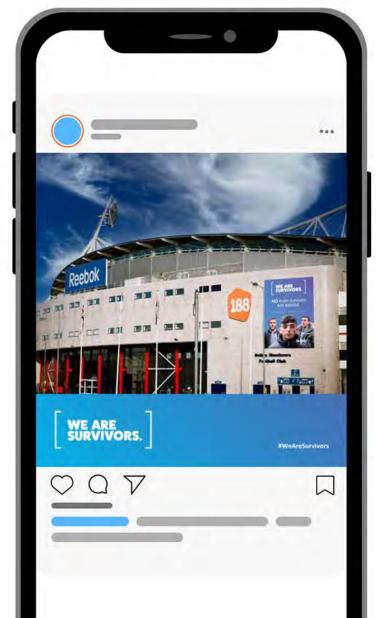


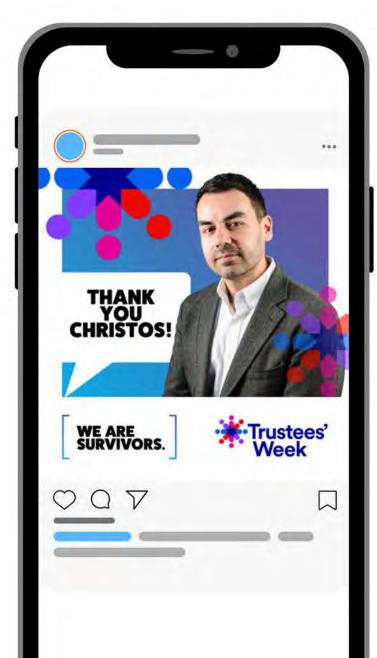
9 NOVEMBER 2023

Post celebrating Christos as a Trustee of We Are Survivors as part of the national #TrusteesWeek.









CEC'S KEAR

"We Are Survivors... something we have always been, we will always be and now we're being firm in our stance and you'll hear us shout even louder about it! WE ARE SURVIVORS."



Duncan Craig OBEChief Executive Officer
We Are Survivors

The challenge in taking an organisation that is well known, recognised, respected by those that use the services and to those that fund the services, and essentially give it a new look, new feel, and new name (but not lose any of the connection people have to the very essence of it) is, well, more than a challenge. However, when you have a team as skilled, brave, and inspiring as I do then the task doesn't seem as daunting... it feels exciting.

Whilst others may have brought outsiders in to develop and execute a new brand, I knew 100% that there is no one that knows what we want or need better than our own people. So entrusting our amazing Senior Design and Communications Co-Ordinator, Grahame, so well supported by Theo, our graduating apprentice in his new role of Digital Content Creator was an easy decision to make and WOW, look at the results.

OUR CEO'S YEAR

2023/24

I spent much of this year working with my Deputy, Chris, and the Executive Team of Jamie, Alison and Caleb getting all the structures within the organisation tightened and fit for purpose.

Thanks to the board for agreeing to invest in our central operations team, 'databoyz' Sam and Nick were able to not only use their own knowledge but the newly acquired skills from their professional development and apprenticeship courses to improve the collecting, analysing and reporting of the data we collect. You will see littered through this report the fruits of their labour and the intelligence we have now is worth more than gold - talk about being evidence based to be able to meet the needs of survivors!

Meeting the needs of those we serve is always at the forefront of our minds. So when Chris came to me with his idea and a proposal to open a new workspace that increases space for staff, provides far more flexibility to offer groupwork for clients, and creates a new space to give male victims the opportunity to undertake their Police interview in a safe/non-police setting, it was an obvious 'yes'.

I think we will always need to adapt to working in new spaces, particularly if we're going to ensure no male survivor is left behind, so imagine my pride when our pilot service, OUT Spoken, was awarded

a contract by NHS England to deliver trauma-informed talking therapy services across all 15 prisons in the North West. The bidding process had been hard on the whole team but we had the data, the analysis and the generous words of male survivors in prison to be able to turn those numbers and stories into a successful application.

Our partnership with the University of Manchester has continued to grow with the commencement of a research project into the impact of our support on survivors in prison; whilst the next step of our journey in this area will focus on the support we offer to survivors who have committed sexual offences. Our prison work has always been a hot topic of debate and I am incredibly grateful to our staff team, trustees and especially our expert advisory group who continue to use their lived experience to guide me to do the right thing.

It has been a year of re-stabilising, of development and of growth for the organisation but most importantly, we have seen and supported more male survivors than ever before in our whole history and that is something we're all incredibly proud.

Duncan Craig OBE
Chief Executive Officer

OUR EXPERT REFERENCE GROUP'S YEAR





CLICK HERE (OR THE IMAGES ABOVE) TO VISIT OUR YOUTUBE CHANNEL AND WATCH ALL 15 SHORT FILMS

The Expert Reference Group (ERG) are a group of former and current service users who exercise their male survivor voices as 'experts-by-experience'. They speak as male survivors with male survivors in mind.



We must begin our input into this report by paying tribute to Michael, our survivor brother who we tragically lost in an accident in June 2023. Everyone that ever met Mick

would be blown away by his smile, his ability to cut through the waffle, and his honesty about his healing from childhood sexual abuse and the mistakes he made along the way were inspiring. He will always be in our hearts and our work in the community with prison leavers will always be dedicated to him.

HEAR OUR VOICES, SEE OUR WORDS

In celebration of We Are Survivors' fifteenth birthday, the ERG worked with the Comms & Engagement Team, and with Shahrokh Nael from Orange Attic Films, on fifteen testimonial animations, titled 'Hear Our Voices See Our Words'. We all told our stories and spoke about our journeys in our own way, which were then transcribed into animations. The ERG would like to thank the team for how amazing our stories have been transcribed, and for how well these have been presented on screen.

OUR EXPERT REFERENCE GROUP'S YEAR

2023/24

2023 WISDOM OF TRAUMA SCREENING AND PANEL DISCUSSION

In early 2023, Christopher was asked to sit on a panel of experts for a Q&A session following a screening of Gabor Mate's 'The Wisdom of Trauma'. This was hosted by Manchester City Council in partnership with Greater Manchester Rape Crisis, with Christopher sitting to bring his expertise-by-experience into the follow up discussion. He was invited to a second similar event in June, this time hosted at the Jewish Museum, and had the opportunity to share his experiences and recalled the effects of his trauma to a packed auditorium of over one-hundred attendees from across GM services.

SURVIVOR ALLY PROJECT WITH MANDEM MEETUP

ERG members played a key role in sharing their expertise as part of the 'Survivor Allies' video project with Mandem Meetup. The project aims to provide trauma-informed resources for particular services that are challenging for survivors to engage with, such as dentists, barbers, and sexual health clinics. You can find out more about this project on page xx of this report.

2024 AND BEYOND

In February of 2024, ERG members Oliver, John, Matthew, and David, met with Duncan, Rory and Christopher at We Are Survivors' office for a 'planning day'. We used this time to consider the membership needs of the group, how we operate, and how we can better use our experience to guide the organisation. We used the time to establish the ERG's place in We Are Survivors, concluding that we will act as 'Trusted Friends' to both service users and the Board of Trustees respectively.

We also discussed holding ERG 'Surgeries', to give service users the opportunity to better understand where We Are Survivors is going and to give the chance for everyone to have input into what we are doing and to have their voices heard. .

Finally, we discussed how we best recruit new members to the group, ensuring that we have a diverse range of experiences and opinions to best represent all male survivors. We have a challenging and exciting year ahead working to guide We Are Survivors in the continuing effort to ensure no male survivor is left behind.

OUR MANAGERS' YEAR



"One of the objectives stated in our business plan, is that by 2027 we want to to support male survivors who have committed sexual offences and so I'm really proud to be leading the way on this for the organisation. Starting this two-year pilot co-commissioned by Greater Manchester Probation and the Greater Manchester Combined Authority, this partnership project will be a significant catalyst to achieving that objective and importantly, play our part in reducing re-offending and preventing sexual abuse.

The project offers a two-pathway model of support to those engaged. Our partners in the project offer resettlement support, and we offer 1-1 therapeutic support. Providing such support to those engaged will play an important role for the success of the project, as it addresses both practical and emotional support."

Njal Long We Are Listening Services Manager

OUR MANAGERS' YEAR

OUR IMPACT

THERAPY SERVICES: COMMUNITY

"In the last year over 3000 therapy sessions were delivered to over 250 male survivors, which is wonderful to be able to evidence.

The therapists in our therapy team here pride themselves on delivering effective therapy with the client - it's central to what we do and part of our core offer to male survivors.

With an ever-growing team, we offer a diverse and broad therapeutic way of working, and share our training and knowledge

standards."

with our peers continuously, aiming to

broaden our therapeutic perspectives.

shortest waiting lists for therapy in

changes we are aiming to reduce our

wait times whilst maintaining our high

We are proud to say we have one of the

Manchester and with recent organisation



Lucy SmithCommunity Therapy
Services Manager

THERAPY SERVICES: PRISON

"We have experienced a rise in referrals across the prison establishments, which not only highlights the importance of the service we provide but the trust the men have. There are no secrets in prison and we have heard more of "my mate told me about you" - which not only generates more referrals, but also highlights that men are more confident in disclosing to each other and supporting each other on the wings.



Aisling Coogan
OUT Spoken
Services Manager

We have had excellent feedback on our Senior Therapist, Rob, 'Sounds of the Soul' group in HMP Buckley Hall, Jennifer from HM Pasties providing pre-release and upon-release support for our men, and our Director Alison Lloyd completed a pilot program in HMP Deerbolt with some young offenders. All of our therapy team are professionals and compassionately manage a prison system which has seen a rise in risk, over-crowding and general unease."

OUR MANAGERS' YEAR

OUR IMPACT

COMMUNITY DEVELOPMENT TEAM

"Community activities at We Are Survivors provide an opportunity for survivors to create connections with other survivors, build positive relationships and develop skills. The activities we offer are: The Drop In; The Safe Room; The Yoga Studio; The Art Room; The Writing Room; The Garden at RHS Bridgewater; The Coffee Shop and The Builder's Yard. Every survivor will receive a step into support, with a Community Development Coordinator meeting them (either face to face or a call) and having a conversation about the group, giving them the opportunity to ask questions about each activity.

The impact of meeting fellow survivors

creates a space that reduces isolation

and gives survivors a means to thrive.

Survivors can engage with these

with We Are Survivors."

activities throughout their journey



Daniel GriffinCommunity Development Team
Services Manager

ISVA SERVICE TEAM

"Between April 2023 and March 2024 the ISVA team recruited two trainee ISVA's - Eleanor and Kaelin. Eleanor now qualified, passing her accreditation with 100%. Kaelin will be a fully-fledged ISVA by January 2025!



Gayna Williams
ISVA Services
Manager

The accessibility of our ISVA service is crucial when considering our mission of 'No male survivor left behind'. It's

important that people know we're here and understand ISVA isn't just about reporting to the police, its' about getting the right support at the right time, that's why part of the ISVA offer includes practical support and advocacy for those not going through the criminal justice process.

In this financial year we supported a total of 223 clients, took 114 new referrals, supported 13 clients to report to the police, attended 9 ABE's interviews, and supported at 9 trials."

OUR MANAGERS' YEAR

OUR IMPACT

OPERATIONS TEAM

"The last financial year has seen incredible growth and development within our team. Alongside managing and utilising the invaluable data provided to us by the 2500+ clients who accessed our service, our Rory has been drafting a 'Survivor-Led Research Policy' as part of their Research Thematic Lead. Nick has also seamlessly transitioned into his new role of Senior Information and Data Analyst, while also gaining a distinction in his Data Technician apprenticeship.

This has added even more expertise to the team, allowing us to be even more-data driven in our approach to No Male Survivor Left



Sam Jennings Information & Data Team Manager

Behind. We've also welcomed Tea to the team who, like Nick, immediately slotted into her new role, and has become an integral part of the organisation.

I'm really proud of the team, we are a tight, well connected and highly skilled team and it's my privilege to be part of it."

CENTRAL TEAM

"Safe spaces are the cornerstone of our service. We've taken great pride in setting up and maintaining our therapy rooms and community space to the highest standard to ensure that our clients feel comfortable and safe as they begin and continue their healing journey.

On the communications side, we've been hard at work on our socials promoting our various fundraising efforts this year, such as the AJ Bell Run, whilst our rebrand gave our incredible comms team the opportunity to develop our branding in a way that feels organic, using bolder, eye-catching design choices to

shout about our amazing service.

As the year comes to a close, we launched our new newsletter 'Beyond The Silence', which aims to centre the male survivor experience and share sector updates.

We've big plans to expand into hosting an accompanying podcast series so keep an eye open!"



Tag NutfallOperations Manager
& PA to Chief Executive Officer

HOW DO WE LOOK?

OUR IMPACT

BRAND DEVELOPMENT

"The development of the We Are Survivors brand accelerated this year with both Unit 9 and Unit 17 see the fitting of numerous brand assets reflecting our new name and visual identity.

The Community Space in particular is a showcase for our brand and welcomes male survivors into a safe space, displaying an organisation that understands the importance of a welcoming, inclusive brand identity. Signage also extended to external facing entry points in both Units, and carefully signposted spaces.

With both Units welcoming male survivors and other visitors on a daily basis, we also introduced rolling video screens highlighting monthly events, current campaigns and important signposting information. These screens are updated on a monthly basis in collaboration with the Community Development Team

Across all digital channels and other external outputs we continue to develop a consistent visual identity, and this year with our new brand, has seen our posts and resources improve measureably.

We were fortunate this year to secure advertising space on Manchester City Centre advertising screens to promote both our rebrand launch and the Survivors Ally project. We can't thank our Board member Scott enough for arranging these prime advertising sites at no cost!

Looking to the future, our brand identity will develop futher as we look to celebrate the 16th anniversary of We Are Survivors in 2024/25.

We have some exciting plans!"



Grahame Robertson

Design & Senior

Communications Co-ordinator

HOW DO WE LOOK?

OUR BRAND











SEX CHEMS HIV CONSENT

ON IT is a joint campaign from We Are Survivors and George House Trust, and is a source of relevant information about sex, chems, HIV and consent, to inform, understand and help keep people safe.



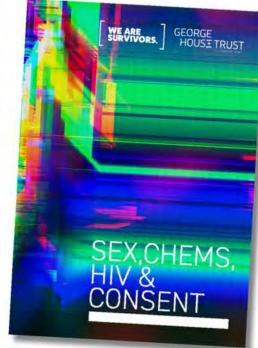
The ON IT website

www.onit.org.uk kas launched on

was launched on 1st December 2023 -World AIDS Day.

The campaign developed from the groundbreaking report 'Sex, Chems, HIV & Consent' by Dr. Michael Atkins (aka Cheddar Gorgeous) which centred the voices of those who have sex whilst using chems which allowed the ON IT campaign to be delivered in a relevant and dynamic way, with all messaging and information shaped by the community for the community.

The campaign will move forward over the coming year with attendance at various local Pride events, culminating in a sizeable presence at Manchester Pride in August 2024. There are also plans to further develop the campaign in the form of fundraising activities and national events to bring practitioners and those who consensually engage in Chemsex together to develop effective ways to keep people informed and safe.



Click to download this report

SURVIVOR ALLY PROGRAMME

Survivor Ally is a joint project between We Are Survivors and Mandem Meetup. It's an online platform to help create safer spaces for male survivors of sexual assault and rape. For many male survivors, a simple trip to the barbers, sexual health clinic, gym or tattoo parlour - experiences which can involve close physical contact - can trigger traumatic recollections of abuse.

The team at We Are Survivors and Mandem Meetup created a series of training videos with service providers and male survivors, who offered their experience and insight on how to make these spaces respectful and safe.

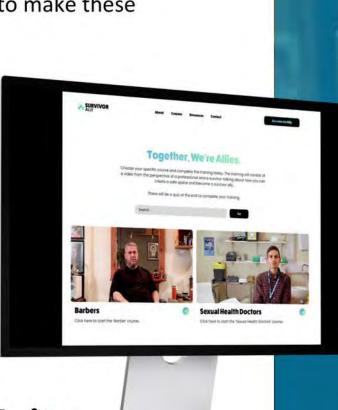
Visitors to the website are invited to take part in online training.

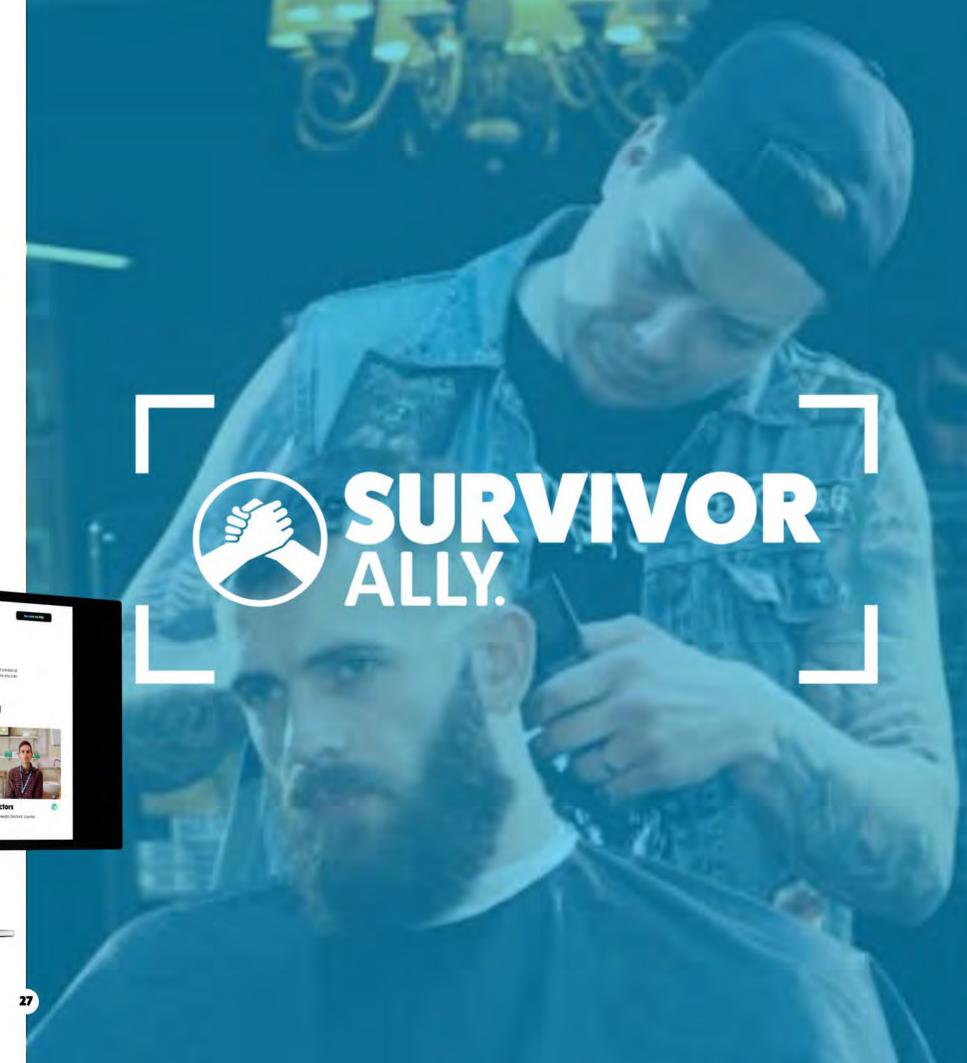
Upon successful completion, participants are sent a certificate and window sticker for their premises and added to our website.

Theo Aarons

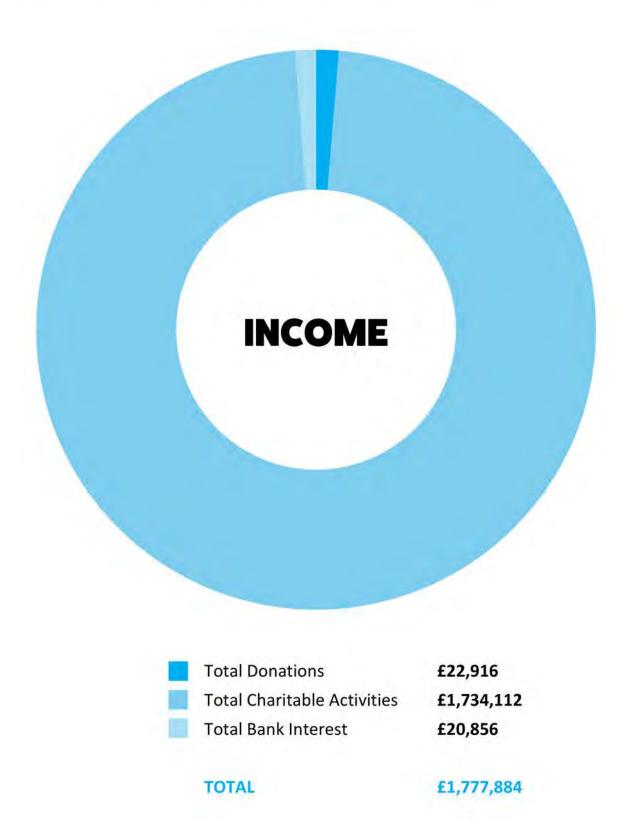
Digital Communications Co-Ordinator

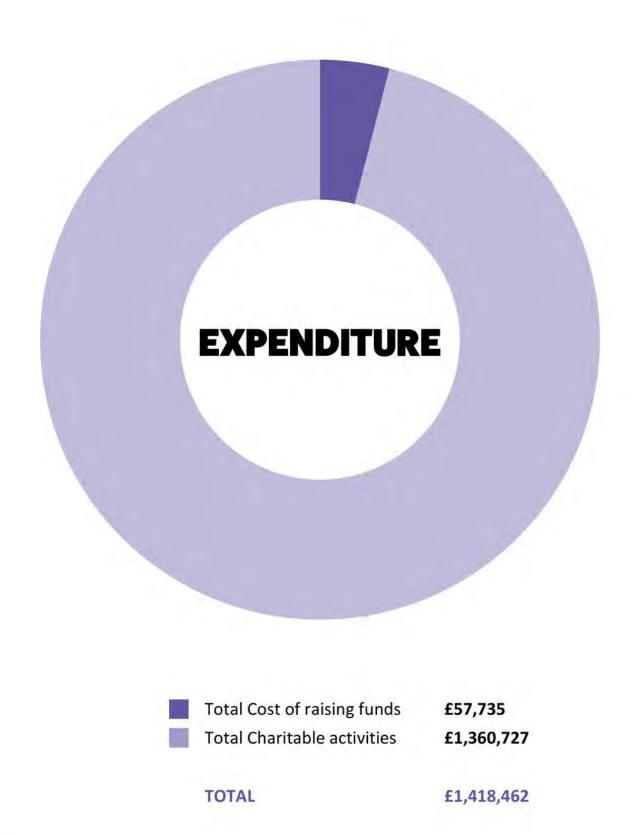
Take a look at our website www.wereallies.co.uk





FINANCIAL INFORMATION





FINANCIAL INFORMATION

TOTAL INCOME

Diocese of Salford	71,774
GMCA	295,232
GMCVO	12,333
GMP	17,537
29th May 1961 Charitable Trust 23-24	5,000
B&Q Foundation	8,796
Big Life Foundation	5,000
HMP Buckley Hall	35,585
Ministry of Justice	391,409
Zurich Community Trust	31,500
Zochonis Charitable Trust	2,500
Peter Kershaw Trust	2,000
Duchy of Lancaster Benevolent Fund	600
Services	813,674

TOTAL EXPENDITURE

Salary Costs	1,109,184
Training	24,844
Travel, recruitment and other staff costs	58,488
Other direct costs	13,432
Small equipment	9,506
Advertising and marketing and website	12,980
Property / Rent	79,195
Office costs	26,232
Professional fees	26,864

CEO



Chief Executive Officer

EXECUTIVE LEADERSHIP TEAM



ChrisDeputy Chief
Executive Officer



Jamie Operations Director



Caleb Services Director



Alison Services Director

SENIOR PRACTITIONERS



Rob Senior Trauma Informed Therapist



Matt Senior Trauma Informed Therapist

MANAGEMENT TEAM



AislingOUT Spoken
Service Manager



Gareth OUT Spoken Service Manager



Gayna ISVA Service Manager



Grahame
Design & Senior
Communication
Co-Ordinator



Sam Information & Data Manager



TagPA to CEO and
Business Support



Josh Pathfinder



Nisaa Therapy Service Manager



NjalWe Are Listening
Service Manager

PRACTITIONERS



Alison Trauma Informed Therapist



Christopher Community Development



Daniel Independent Sexual Violence Advisor



Duncan Independent Sexual Violence Advisor



Eleanor Independent Sexual Violence Advisor



George Community Development Co-Ordinator





Rory Administration Co-ordinator



Nick Administration Co-ordinator



KaelinAdministration
Co-ordinator



Jeff Pond Group & Community Development Worker



John Trauma Informed Therapist



Karen Trauma Informed Therapist



Luke Community Development Co-Ordinator



Mark Trauma Informed Therapist



Monica Trauma Informed Therapist





Monika Trauma Informed Therapist



Paul Trauma Informed Therapist



Rebecca Trauma Informed Therapist



Riz Trauma Informed Therapist



Simon Trauma Informed Therapist



Stuart Trauma Informed Therapist



Theo
Apprentice Digital
Content Creator



LiamFundraising Apprentice

CONSULTANTS



Sarah Finance Manager



AlexFundraising Consultant



Demos HR



Yellowgrid



Safety 2 Business

EXPERT REFERENCE GROUP







David



Christopher



Oliver



John



Michael

AMBASSADORS



Richard GaddComedian / Writer / Actor



James Sutton
Actor / Director



Sam Thompson DJ - BASSDUCKFRESH



Charly LesterJournalist / Entrepreneur



Cheddar Gorgeous
Drag Superstar

OUR THANK YOU

We Are Survivors can only live as it does because of a large number of people and organisations, all supporting us to deliver on our vision of ensuring No Male Survivor Left Behind.

Whether it's our staff team, our Expert Reference Group members, our Board of Trustees, our Ambassadors, our volunteers, our partners, our funders (see opposite), and all our stakeholders, we thank you for your support, generosity, and compassion as we #BreakTheSilence

FUNDERS









peterkershawtrust























THANK YOU TO OUR FUNDERS **AND SUPPORTERS**

Our work has this year been funded by 29th May 1961 Charitable Trust, Big Life Group, B&Q Foundation, Diocese of Salford, Duchy of Lancaster Benevolent Fund, GMCA, GMP, Ministry of Justice, The Moulding Foundation, National Lottery Community Fund, NHS England, NHS Greater Manchester, Peter Kershaw Trust, Zochonis Charitable Trust and Zurich Charity Trust which we are incredibly grateful for.

We're also so grateful to Dr Michael Atkins (aka Cheddar Gorgeous), Lee Hunt, Ocean Outdoor, Peter Sishton, The Mere Golf Resort and Spa, Steve Collinson, Zach Ali and of course our incredible AJ Bell Great Manchester 10k Run runners and sponsors for their individual efforts in fundraising.

We're proud to have you as part of our We Are Survivors family.

THE LATEST FROM WE ARE SURVIVORS

Keep up to date with everything at We Are Survivors by giving us a follow on social media. You'll find us on:



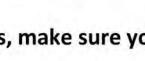












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WE ARE SURVIVORS.

MAIN OFFICE

Unit 9 Brewery Yard, Deva City Office Park, Trinity Way, Salford M3 7BB

Office: 0161 236 2182

E-mail: support@wearesurvivors.org.uk

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



wearesurvivors.org.uk