

ROMILDAMOR



IMPACT REPORT 2022 - 2023

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GROWTH is a beautiful unique experience

that requires major adjustment and appreciation. This really is the key word that defines what we have been experiencing at the foundation over the past two years, and it's been nothing short of exciting.

Since we last touched base with you all, the ROMILDAMOR Foundation has experienced over a 50% increase in the number of survivors of exploitation we have supported. Our clients have experienced great rewarding outcomes through our services, that have edged them towards continued liberation.

This collection of milestones will highlight the growth we are encountering, not only in our services but also in the lives and wellbeing of the incredible women we serve.

With so much conflict and disarray happening in the world today, I hope that this report will shed light on the positive change that past victims of exploitation are now experiencing. For me, it displays that although the global trafficking statistics can feel so heavy, the positive impact is more than just one number—it's one life. One life that has been rescued, supported and restored. That is everything.

Personally, I would like to extend my deepest gratitude to our incredible staff for the tremendous hard work and commitment towards this mission. The ROMILDAMOR Foundation is presently 100% volunteer run and our team have remained committed for several years, some right from the very beginning, coming up to 4 years!

My heart melts at this work, it truly is what keeps me going. I truly believe that our purpose in this life is to serve others, and the ROMILDAMOR Foundation has proven that this is both possible and incredibly rewarding.

In order to accommodate the growth we are experiencing, we are undergoing some major restructuring to internally strengthen our services and extend our support to more brave survivors. We look forward to all this will bring in 2024.

I am sending prayers and well-wishes to you all. In many ways, 2023 was an overwhelming year, but I am certain that as you read these pages, you will find hope and in many ways pay it forward.

Always with love,

Romilda Dompseh, Esq.

Founder & Director



OUR *Mission*

The mission of the ROMILDAMOR Foundation is to support women and girls who have been victimised by societal injustices, such as Human Trafficking, Gender-Based Violence, and Child Marriage. We believe in restoring dignity, igniting hope, and enabling a future free from exploitation and inequality.

We are dedicated to being a guiding light of hope for women and girls who have endured traumatic societal injustices. Through the five pillars of our Empowerment Programme, our foundation offers comprehensive support and development care, paving the way for a secure and promising future for our clients.



EMPOWERMENT *Programme*

ROMILDAMOR operates through the five pillars of our Empowerment Programme, focusing on providing survivors with legal services, therapeutic healing, academic enrichment, career development and successful societal reintegration.



THE FIVE PILLARS



LEGAL SERVICES

Recognising the fundamental need for legal guidance among survivors, we provide our clients with pro bono legal support. In collaboration with specialists and pro bono lawyers, we assist our clients in securing representation and advice for immigration, civil, housing, and asylum law cases.



THERAPY SUPPORT

We offer therapeutic programs and counseling to create a safe space for emotional recovery, foster resilience, and empower clients to reclaim their sense of self. We collaborate with experts to provide ongoing sessions for all clients, along with organising wellbeing events for these women.



ACADEMIC ENRICHMENT

We partner with colleges and universities, facilitating access to scholarship opportunities, as well as providing educational resources and mentorship for survivors to furnish them the opportunity to develop their skills and pursue academic excellence.



CAREER DEVELOPMENT

We work with corporate organisations, small businesses, and financial services to provide rewarding career and employment opportunities for our clients. This initiative enables survivors to gain the tools and confidence to build careers, secure sustainable incomes, and establish independence and stability.



REINTEGRATION

The goal of our empowerment programme is to assist clients in recovering their independence. Reintegration is a pivotal moment; we support this transition by providing ongoing support and facilitating community connections to enable survivors to reclaim their place in society with confidence.

THE CALL FOR OUR *Work*

3,634

the number of women and girls referred through the NRM in 2022¹

33%

the percent increase in NRM referrals from 2021 to 2022, for a total of 16,938 referrals¹

OVER 50%

the percentage of female trafficking survivors who are subjected to sexual exploitation²

1.4 MILLION

the number of women who experienced domestic abuse in England and Wales in 2022³

98%

the percentage of foreign national women referred to modern slavery services who are unable to access safe housing⁴

£71.14

the weekly government stipend given to trafficking survivors;⁵ in 2022, the UK poverty threshold for a single adult is £150 per week⁶

10%

the percentage of NRM-referred trafficking survivors whose outcomes are unknown following immediate assistance via the Modern Slavery Victim Care Contract⁷

21%

the percentage of women trafficking survivors in the UK who reported being re-trafficked, according to a 2003 - 2007 study⁷

A CRITICAL GAP

In a 2021 joint report by the Independent Anti-Slavery Commissioner and the University of Nottingham Rights Lab, research revealed a critical gap in long-term support and reintegration programmes for trafficking survivors.⁷ Without safe and secure accommodation, regularised immigration status, fair employment, economic stability, and strong community networks, survivors' risk of re-trafficking increases.⁷ The report further noted that services such as accessible therapy, legal aid, education, and skills development are important factors to reduce the risk of re-trafficking and assist survivors reconnecting with society.⁷

ROMILDAMOR's mission is to fill this crucial gap. Upon each client's referral, we liason with them to learn their needs and create a support plan through the five pillars of our Empowerment Programme. By providing our clients with legal assistance, therapy services, academic advancement, career development, and community reintegration, we support them in their path to stability, independence, and confidence.

OUR IMPACT IN *Numbers*

36

SURVIVORS

We directly supported 36 human trafficking and gender violence survivors during 2022-2023; this is an **80% increase in capacity** from 2021

50

VOLUNTEERS

With immense gratitude, we thank the **50 dedicated volunteers** who have made up our incredible staff

4

PUBLIC EVENTS

With the sponsorship of **thirteen partnering organisations**, we hosted four awareness-raising events to educate the general public on issues concerning modern slavery and its survivors

11

PRO BONO SOLICITORS

We **acquired pro bono legal representation** for eleven of our clients

3

SAFE ACCOMODATIONS

We assisted three clients in **navigating unstable housing situations** and successfully secured these clients suitable accommodation

7

COMPLETED CASES

Between 2022-2023, we effectively **completed and closed seven cases** for our clients.

7

APPEALS SUPPORT

We are currently assisting seven clients to **appeal negative decisions** they received from UK government; these cases include court judgements regarding asylum, NRM, criminal, and housing claims

2

REGULARISED STATUSES

We successfully supported two clients in their quest to obtain **regularised immigration status**; one client received asylum, while the other extended their leave-to-remain

CLIENT *Care*

The women we support are at the heart of our work. With all that these brave women have experienced—not least of all the innumerable disappointments at the hands of ostensibly supportive systems—we are serious about our responsibility to show up for each of our clients. With consistent one-on-one client calls, we provide our clients with both administrative and well-being assistance to embody the dedication and championing they merit.

SARAH'S* STORY

When Sarah* and her husband learned that his daughter—her stepdaughter—had been sexually abused by a close adult, they tried to pursue justice in their home country. But the case came to a standstill. With her stepdaughter's safety in jeopardy, Sarah, her husband, her children, and her stepdaughter moved to the UK to seek asylum. Here, they were referred to ROMILDAMOR by a partnering organisation. Since then, we have successfully secured pro bono legal representation for Sarah and her family and have assisted them in filing for asylum; their claim is currently in the final stages. We have also assisted Sarah and her family in their search for safe accommodation, as they were initially placed by the Home Office in unsuitable housing that put Sarah's stepdaughter at risk. We arranged for Sarah and her family to move into secure housing, where they are the only occupiers. We continue to provide support for Sarah and her family as they progress with their asylum application.

IN HER OWN WORDS

Before I discovered the Romildamor Foundation, I felt lost, aimless, hopeless, desperate, wondering what the future of my children and my family would be.

The foundation welcomed me with open arms, they told me that I was not alone, they were my friends, they helped me live one day at a time, they helped me in my moments of greatest need, they never turned their back on me[.] I am already being helped by this foundation for almost 2 years, and not only would I recommend the foundation to other people in need, but I hope that one day I can contribute to making it grow much more."

—Sarah*, a ROMILDAMOR client
*client's name changed to protect identity



LEGAL *Services*

Legal advice and legal representation are critical for trafficking survivors' path toward stability and recovery.¹² As many survivors are not of UK nationality—in 2022, 75% of NRM-referred trafficking survivors were of foreign nationalities—this legal guidance often takes the form of immigration assistance.¹ In the UK, secure immigration status is necessary to claim important forms of financial assistance and other social supports that mitigate risks of destitution and re-exploitation.¹² With the UK's increasingly complex immigration policies, legal representation is essential for survivors who aim to remain in the UK, whether on an asylum basis or via an alternative route.¹²

Our Legal Service department was founded to help fill the support gap that many survivors face when seeking leave-to-remain, financial benefits, right-to-work, restitution for harms, access to accommodation, and a myriad of other forms of legal recourse.

HOW IT WORKS

REFERRAL

1

Upon referral, an intake is completed, assessing the legal needs of the client. Clients are then matched with one of our Legal Support team, who take charge of the case(s).

Referrals come from partnering NGO organisations, who provide immediate assistance to house and rescue victims of trafficking and gender-based violence.

ASSISTANCE

2

Once assigned to the case(s), the client's designated Legal Support worker provides administrative assistance. This work varies according to the unique needs for the case(s). Support often includes: securing legal representation, conducting witness statements, filing time-sensitive application paperwork, and serving as liaison between the client and their solicitors.

MONITORING

3

Cases often evolve over time. We are committed to providing long-term support, so as our client's needs adjust, so does our assistance.

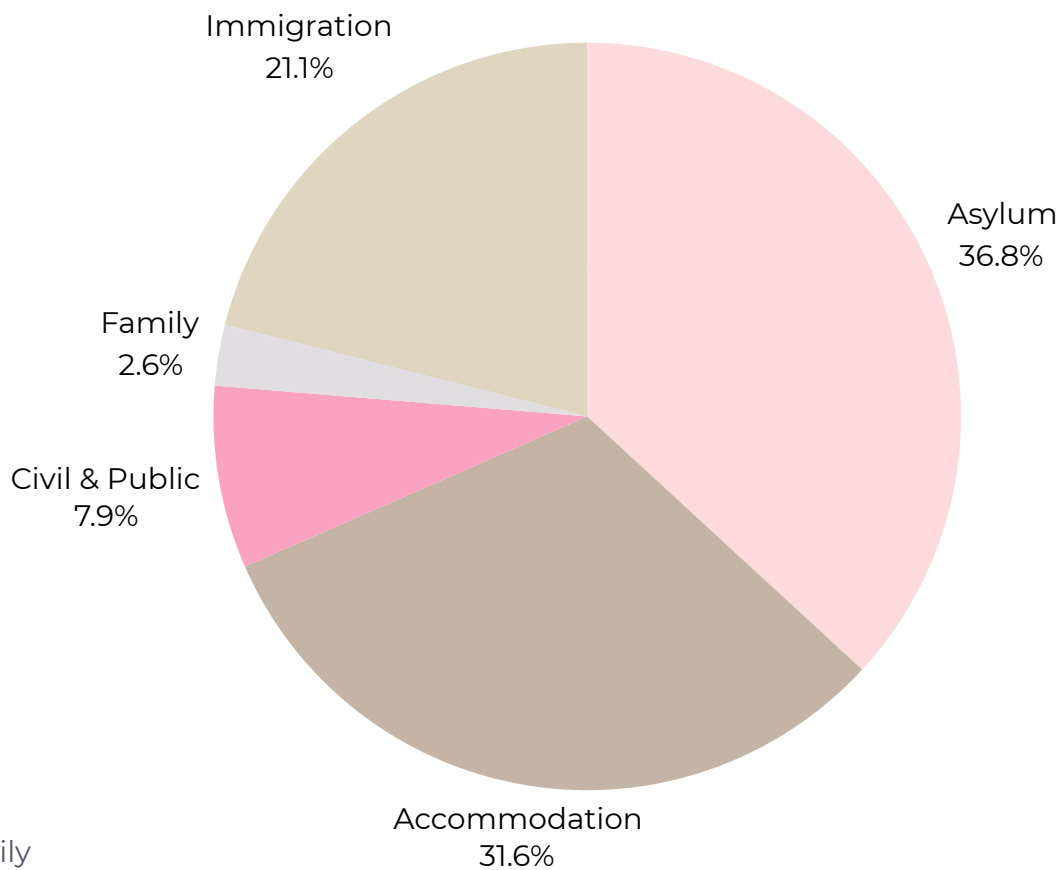
We keep in touch with our clients—even should their case shift into the hands of their solicitors or other caseworker—until the client's legal needs have been resolved.



LEGAL *Cases*

For many trafficking and gender-based violence survivors, the need for legal support encompasses multiple areas of law. Nearly a third of our clients are pursuing two cases in different legal areas. Between our **29 legal clients** in 2022-2023, we assisted with **a total of 38 cases**. These cases address issues in Immigration, Asylum, Accommodation, Civil & Public, and Family law.

CASE BREAKDOWN



1 Family

3 Civil & Public

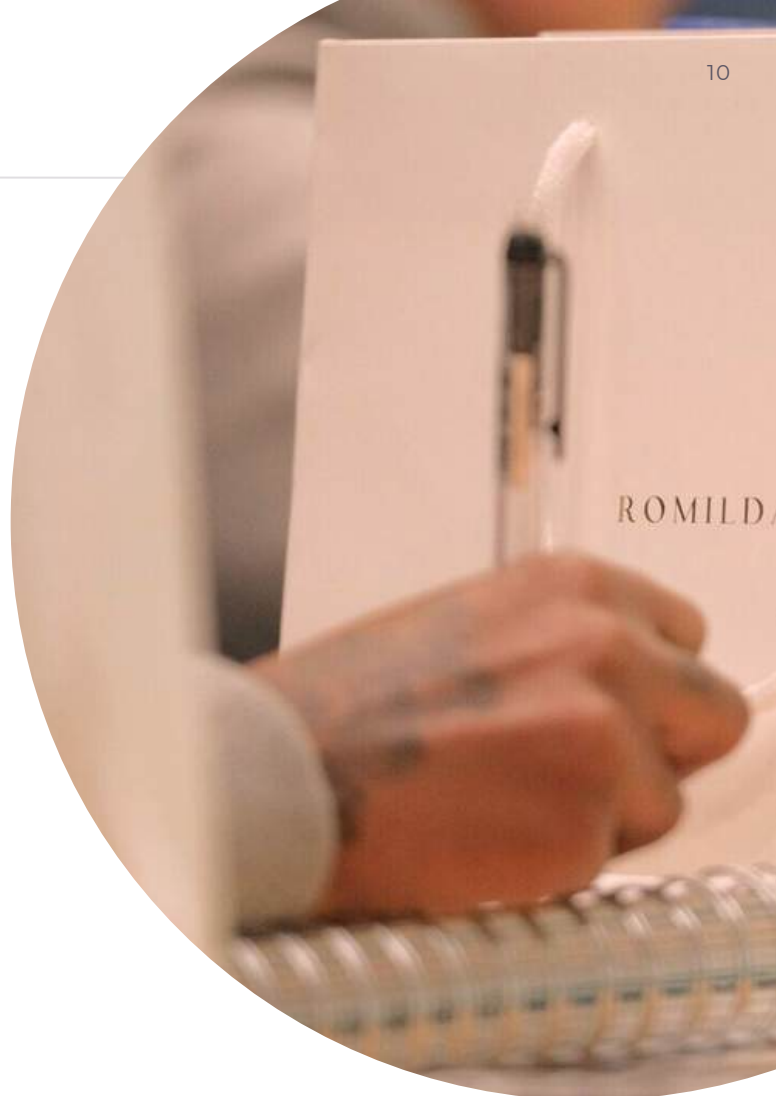
8 Immigration

12 Accommodation & Housing

14 Asylum

LEGAL *Impact*

- 29** The number of survivors our legal team supported in 2022-2023; this is a **more than 400% increase** from 2021
- 3** The number of clients we helped obtain a **Positive Conclusive Grounds Decision** within the NRM
- 5** The number of clients we assisted in filing **asylum applications** or **asylum decision appeals**
- 7** The number of client cases we **successfully closed**
- 11** The number of clients for whom we secured **pro bono legal representation**
- 13** The number of Legal Support volunteers supporting our clients; we've **more than doubled** from our team of six in 2021



CASE HIGHLIGHTS

Over the past two years, our legal team have worked tirelessly to progress our clients cases. Here are just a few milestones:

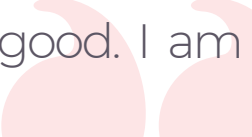
- We **acquired leave-to-remain** for one of our clients, and secured permission for her husband to join her in the UK
- We **won our first Withholding of Removal case** for a client in a US immigration detention centre; the client, a survivor of gender-based violence fleeing Peru, is now safe in the U.S. away from her perpetrator
- We **sourced a flat** for a client looking to leave a safehouse, as well as assisted her in resolving rent arrears
- We **obtained pro bono representation** for a client who wanted to be able to work; the client attained employment following the solicitor's procuring the client's right-to-work



IN HER OWN WORDS

My experience with Romildamor has been unforgettable and a helping force for me. Starting with Alyx, who was the first to make me express myself and feel very comfortable. She helped me with everything in details. Thanks to her and Maeve's work, I managed to get a positive answer to my case. [They are] Dedicated in their work to achieve the best for me.

I am very happy that I worked with both, even though we finished everything, I still have contacts and they ask me about my life and how things are going. Their commitment to me makes me feel very good. I am grateful to you all my life!



—Rosa*, a ROMILDAMOR client
*client's name changed to protect identity

THERAPY & WELL-BEING *Support*

Mental health issues—including depression, anxiety, PTSD, memory loss, substance abuse, and eating disorders—are prevalent among trafficking survivors.^{8,9} Therefore, access to mental health services are critical to providing holistic care for survivors. Acknowledging this need for counseling resources, Therapy Support is one of the five pillars that make up the Empowerment Programme.

In 2021, ROMILDAMOR hired our first in-house therapist, Dr Jennie Geddes, a psychiatrist with over 20 years' experience working with survivors of exploitation. Dr Geddes, who lives abroad, has been instrumental to providing clients with psychological assessments, which are often required for asylum applications.

A YEAR OF TRANSITION

The past two years saw a tremendous amount of growth for ROMILDAMOR, as we saw a nearly 50% increase in our number of clients. To ensure our clients receive only the best care, we are restructuring our Therapy and Well-being Support department to build out our staff and streamline the therapist matching process to accommodate our growth. While we focus on tackling these administrative changes, we have paused our therapy services.



LOOKING AHEAD

With our restructuring underway, we are excited to implement the following developments and goals into our operations:

1. **One-to-one wellbeing caseworkers:**

Each of our clients will be matched with an internal wellbeing caseworker, who will check-in weekly to provide consistent mental wellness support.

2. **Therapist partnerships:** In addition to delivering psychological assessments for legal purposes, we aim to partner with London-based therapists to equip our clients with access to regular therapy sessions.



IN HER OWN WORDS

22 Feb 2023 at 00:04

Romilda, I just want to express my appreciation and sincere gratitude to you! I've heard about angels living among us and today was proof that you're one of my Angels. What you have done for my mother and all of us has been a huge blessing. I can never thank you enough! I'm beyond thankful to God for placing you in our paths! You're such a beautiful human-being and I'm FOREVER indebted to you. THANK YOU FROM THE BOTTOM OF MY HEART! 🙏❤️

—Christabel*, a ROMILDAMOR client's daughter

For the Withholding of Removal US case we won in 2022. Christabel's* mother fled Peru seeking Asylum after continual abuse and violence for her ex-husband. Romilda and the team successfully represented her and acquired her Asylum protection in the U.S.

*client's name changed to protect identity

CAREER & ACADEMIC *Development*

In addition to legal and therapy services, career and academic support are key aspects of long-term support for survivors. Education and employment training and opportunities help survivors gain confidence, independence, and financial stability while also integrating them within the community.^{10,11} With our Academic Enrichment and Career Development departments, we connect our clients with local courses, skill-training programs, and internship and job placements.

GROWTH & RESTRUCTURING

As with our Therapy Services, our Career and Academic Development departments have also been affected by ROMILDAMOR's growth. While both departments supported clients during 2022, we have taken this past year to revise our processes, solidify business partnerships, and onboard more staff to ensure prompt and effective course enrollment and employment matching.

So while our Career and Academic departments are on a hiatus during these administrative changes, we celebrate the progress we made in 2022, including our clients—such as Alice*, whose testimony is featured below—who enrolled with **our partner City Lit**, a London-based educator specialising in courses for adults.



LOOKING AHEAD

We have big plans for the upcoming year. As we finalise our administrative changes, we are enthusiastic to implement our goals for 2024.

1. **Business partnerships:** To facilitate work placements for our clients, we aim to establish two partnerships with companies and organisations that offer volunteering, employment opportunities or on-the-job skills training.
2. **Course and career planning:** With each client, we will design an integrated education and career plan that aligns with and advances the client's goals.



IN HER OWN WORDS

[M]y experience with ROMILDAMOR has been wonderful and such a blessing. I am grateful for the generosity of many support they have given me[,] and they have given me beyond the help that I needed. Honestly speaking if it wasn't for Romilda , Anne and her staff I would have given up on my Mental health and the legal battle I was facing for a long time. ROMILDAMOR has truly given me hope by being so caring , patient and loving that is so genuine that despite of all the bad experience, that I can trust again[,] and indeed there are still good people who really cares.

Today because of Romildamor I have been able to apply for my stay in the UK, was able to do an English course , help with my career, spiritual life and not giving up on myself !! My life has changed for the better, especially with a Mentor like Anne that never gives up on me. A big thank you to ROMILDAMOR [and] to the team, I really appreciate and love you [all].



—Alice*, a ROMILDAMOR client
*client's name changed to protect identity

SOCIAL AWARENESS *Events*



IWD 2022

SURVIVOR STORIES - INTERNATIONAL WOMEN'S DAY SCREENING

In honour of International Women's Day (8th March, 2022), we hosted a discussion and screening of the documentary *On Her Shoulders*, in which one woman recounts her experience as a trafficking survivor. We were joined by **Parosha Chandran, Leading Human Rights Barrister & Winer of the Trafficking in Persons Hero Award**, who further examined both the adversity endured by and the tremendous perseverance exercised by survivors, as they seek to create free lives for themselves.

We are grateful to our sponsors—**Dees Basement, Ethique, Friendly Soap, Tony's Chocolonely, Tribe Foundation**, and **UCL**—for making this event possible.

SOCIAL AWARENESS *Events*



ASSE 2022

LABOUR TRAFFICKING IN THE COCOA INDUSTRY

To shed light on the ethical abuses that take place in our supply chains, we facilitated a presentation and conversation on labour trafficking in the cocoa industry. Following a screening of the documentary *The Dark Side of Chocolate*, our director Romilda spoke with **Andrew Wallis OBE, the Founder of Unseen UK**, on the insidious presence of modern slavery in global supply chains today. While exploring what systematic changes must be made to prevent these abuses, Wallis also pointed out how consumers can make more ethical choices.

A tremendous thank you to our sponsors—**CFC Underwriting, Tony's Chocolonely, and Zero Waste Path**—for their support.

SOCIAL AWARENESS *Events*



IWD 2023

MODERN SLAVERY COMPENSATION CLAIMS: ACCESS TO REPARATIONS FOR SURVIVORS

For International Women's Day, 7th March 2023, we organised a panel discussion on compensation claims, a significant but elusive recourse option for survivors. We were joined by topic experts **Rhian Lewis, Human Rights Pro Bono Solicitor at Hogan Lovells**, and **Susannah Johnson, Barrister at 7BR Chambers**. The event highlighted the complexities, strengths, and pitfalls of the available path to reparations for survivors, while enlightening guests on how to get involved in the campaign for survivors to get adequate compensation.

We extend our gratitude to our sponsor—**Hogan Lovells**—for their assistance.

SOCIAL AWARENESS *Events*



ASSE 2023

LABOUR EXPLOITATION & TECHNOLOGY

Our fall event once again focussed on forced labour in supply chains. This time, we concentrated on the technology sector and how modern slavery manifests in this industry. The event began with the screening of the documentary *What is the REAL cost of your mobile phone?*, after which our panelists discussed how to combat forced labour exploitation in the technology industry. Our panel comprised of guest speakers **Craig Melson, Associate Director for Climate, Environment & Sustainability, TECH UK**, and **Tim Nelson FRSA, CEO of Hope for Justice & Slave Free Alliance**.

We thank our generous sponsors—**Aesop, Kingley Napley, and Propercorn**—for making this event possible.

SOCIAL AWARENESS *Events*

In addition to our client support, we host awareness-raising events to educate the general public on the realities and implications of human trafficking. For each of our events, we have brought topic experts into conversation, facilitating exchange among contributors while bringing public attention to the obstacles and experiences that survivors—such as our clients—face. These events also serve another critical purpose: all funds raised go toward our clients.

HIGHLIGHTS

4

We hosted **four** public-awareness events over the course of 2022-2023

116

We sold a total of **116 event tickets**

6

We were joined by **six policy experts** on our event panels

358

We raised **£358** for our clients through ticket sales

LOOKING AHEAD

Going into the year ahead, we look forward to refocussing our event series from public-facing functions to programming for our clients. As our clients are at the heart of our organisation, we want to honour them with quarterly community-building and well-being events. We are excited to enrich our client support with this upcoming client-centred programming.



SIRIN'S* *Story*



HEAR FROM SIRIN, HER STORY & EXPERIENCE WITH ROMILDAMOR

In Fall of 2022, we sat down with one of our clients, Sirin* for an interview about her experience with the ROMILDAMOR Foundation. Click the video above watch her testimonial.

SIRIN'S* *Story*

AN INTERVIEW WITH A SURVIVOR—TRANSCRIPT

My name is Sirin*, I am Turkish. I am 26 years old. I was born in Turkey, came to England later on. I met my ex-husband in Turkey. I was 18 when we met. We decided to get married. It was an arranged marriage. We met and decided to get married within a week.

How were things at the beginning of your marriage?

Right after we got married, we had a good relationship. He changed a lot after one year. During this time, he brought me to the UK and told me we would have a lovely family house. There I stayed with his family. He made himself look good first, but he changed after he brought me to the UK. I saw so many things change in him. He was always speaking down to me, belittling me, he saw me as weak. He was abusing me psychologically first and then later on it turned into physical violence.

How did the abuse impact the children?

He started before the kids came along. I got pregnant with my older daughter in 2016 and he was psychologically abusing me after the kids as well. He threw a jar at me when I was pregnant, I managed to dodge it but if not, it would have hit my head. The physical abuse started when I was pregnant with my older daughter. He made a plan to go to Turkey, we all went, me, him and the kids. He took my kids from me with the help of the Turkish police and brought them to England.

How did you meet ROMILDAMOR?

I was staying at Ella's safe-house. I met them first. Then my caseworker recommended Romildamor to me, said they would support me through my legal case. They have helped me a lot. I wouldn't have been able to handle it all if it wasn't for them.

How did ROMILDAMOR help you?

They helped me so well. I wouldn't have hope towards the future without them. They are still helping me.

How has your situation made you feel about the future?

I have a very good view of the future as long as I have ROMILDAMOR. I dream good things about the future and the whole ROMILDAMOR team has been a glimmer of hope for me. I received their support in every aspect of my life. Primarily the most important thing to me was the case about my kids. They have always been there for me, they never let me down. They supported me financially and emotionally. I owe my life to them. I received help from a lot of people in this country but the most sincere and real help I received was from Romilda and Arjin. I always pray for them and say thank God they came into my life. Long story short, I can say that, the reason I was able to survive was Romilda and Arjin because they gave me so much hope about the future.



TRUSTEES, TEAM & *Partners*

Our work is made possible by those who work with and for us. This includes our tremendous team of volunteers, our brilliant trustees, and our partnering organisations. Your passion, tireless efforts, and belief in our cause have been the cornerstone of ROMILDAMOR's effectiveness. Without you, ROMILDAMOR's mission would not be possible.

Thank you!

WORDS FROM OUR CHAIR

ROMILDAMOR is more than just another charity, it's a charity with purpose, a charity with heart and a charity that is changing lives - one life at a time. I have been a board advisor and trustee for over two years and have been amazed at the impact that ROMILDAMOR has been able to make, bringing awareness for human trafficking and gender-based violence and by providing the necessary support to meet the individual needs of the women and girls who come to us.

We have witnessed emotional and mental growth for the women and girls we support and is a testament to the hard work, dedication and commitment of the team. The ability to enable change for just one person is the very heartbeat that keeps ROMILDAMOR alive.

—Pauline Miller,

**ROMILDAMOR Trustee, and
Chief Equity Officer at EMEA Dentsu International**



TRUSTEES, TEAM & *Partners*



It has been great to work with the Romildamor Foundation. Last year we were able to support multiple women to access courses and specialist legal advice; enabling and empowering them to flourish in life.

— Annmarie Gifford
**Practioner Manager of Faith House, of
The Salvation Army**

TO OUR SUPPORTERS *Thank you!*

As we reflect on the strides we at the ROMILDAMOR Foundation have accomplished over the past two years, we acknowledge that it would not have been possible without you: our sponsors, supporters, and donors. Your unwavering dedication and support have been instrumental in helping us create meaningful change in the lives of women and girls who have been victimised by societal injustices. For this, we extend our heartfelt gratitude.

As we express our gratitude, we also recognise that our work is ongoing. The mission to support women and girls requires continuous commitment, and with your support, we are motivated to expand our reach and impact even more lives.

Thank you for being the driving force behind ROMILDAMOR's journey. Together, we are building a future where empowerment triumphs over adversity, and every woman and girl can live a life of dignity, respect, and fulfillment.



TO OUR SPONSORS *Thank you!*



ZERO
WASTE
PATH

TRIBE



DEE'S
BASEMENT

PROPER

7BR

Friendly
SOAP

KINGSLEY NAPLEY
WHEN IT MATTERS MOST

Aēsop®

Hogan
Lovells

ethique



TOKIOMARINE

CMS

law·tax·future

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