

ROMILDAMOR

FOUNDATION

IMPACT REPORT 2024

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DEEP reflection and renewed purpose.

As I sit to write this year's letter, I do this following a time of deep reflection and a sense of renewed purpose.

2024 was the year of pause and stillness. After a season of tremendous growth, I felt a strong call to stop, breathe, and restructure. To allow space for the internal healing and clarity I personally needed as a founder, and to ensure that our foundation could rise even stronger to meet the evolving needs of the women we serve.

This time of restoration birthed one of the most precious developments yet—the BEULAH Care Department. Through this dedicated arm of our foundation, we've deepened our connection to survivors, offering holistic care that honours each woman's journey. Our BEULAH Bonding Brunches, now held regularly throughout the year, have become sacred spaces for healing, sisterhood, and joy—where our women are not only seen and heard, but deeply loved.

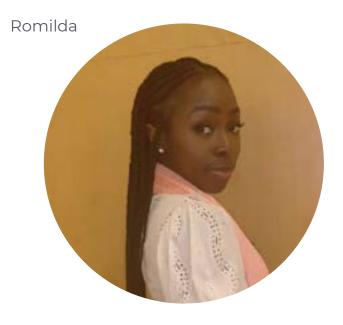
Taking this pause was one of the hardest, yet wisest, decisions I've made. It allowed me to strengthen myself in order to strengthen others.

And from that space, we've been able to design more beautiful, impactful initiatives —each rooted in our unwavering belief that LOVE is Action, and that every woman we serve deserves to be met with dignity, consistency, and grace.

As you read through the stories and statistics in this report, I hope you feel the heartbeat of our mission: to Transform exploited survivors into Empowered women.

We are deeply grateful to each of you—your support, sponsorship, volunteering, and prayers. Your faith in us has helped lay the foundation for what comes next, and I truly believe that the best is still ahead.

Always in love,



OUR Mission

The ROMILDAMOR Foundation is a Human Rights organisation with the mission to support Survivors of Human Trafficking and Gender Based violence through *Love in Action*.

Our mission is to **Transform Exploited Survivors into Empowered Women**, providing them with the necessary resources to heal, regain their independence, and live fulfilled lives.

We provide holistic support, through our Empowerment Programme that includes free legal assistance, wellbeing care, education, career development and social reintegration. We also direct public education programming on human trafficking and gender-based violence (GBV) through events, screenings, and discussions that promote awareness, empathy, and active community involvement.





I can write something and say how it has been and how I am with the help of Romilda love has been. 5:03 PM

Yes please my love 9 5:09 PM J/



Listen 5:09 PM

I do from my heart 💗



Romilda has been a great help in my life. She is affectionate, calm and extremely respectful. I feel welcomed and protected. Because I know that I am not alone in this struggle and journey that I am following, Romilda Association has helped me a lot to stay firm and have faith in my purposes. Thank you very much Romilda love for everything. May your life be blessed. I LOVE YOU

5:09 PM

— Cindy*, client of the ROMILDAMOR Foundation

EMPOWERMENT Programme

We support our clients through the five pillars of our Empowerment Programme:



LEGAL SERVICES

Offers free legal administrative support for clients, including sourcing external legal representation for immigration, civil, housing, and public law cases.



BEULAH CARE

Provides comprehensive well-being and mental health support, including day-to-day check-ins, direct case support, and referrals to traumainformed resources and NHS services.



ACADEMIC ENRICHMENT

Partners with colleges and universities to facilitate access to educational resources and scholarship opportunities for our clients.



CAREER DEVELOPMENT

Through collaboration with educational institutions and corporate partners, matches clients to vocational training and employment opportunities.



REINTEGRATION

Facilitates social integration through mentorship programs, peer support, and community-based initiatives.



THE CALL FOR OUR Work

19,125 people

the number of people referred to the UK's NRM as trafficking victims in 2024; this is a 13% increase from the previous year

637 days

the median waiting time for survivors to receive a conclusive grounds decision from their initial NRM referral

£49.18

the weekly allowance granted to asylum seekers by the Home Office

31%

the percentage of women trafficking survivors who have reported sexual exploitation

45 days

the minimum duration of move-on support offered by the Home Office to survivors after they receive a positive conclusive grounds decision; those who receive a negative decision receive just 9 days of move-on support

A GAP IN THE SYSTEM

In a 2024 study on trafficking survivor reintegration, seven factors were proposed as crucial in equipping survivors with the support and tools needed to recover and gain independence following exploitation.² These factors are:

- long-term and consistent caseworker support
- trauma-informed services
- secure, stable, and suitable accommodation
- protection from any trafficker or abuser
- availability of comprehensive medical care
- access to education
- ability to seek purpose and self-actualisation²

Yet despite these needs, the lived experience of trafficking survivors is very different, from unsuitable accommodation to excruciatingly long decision wait times that delay survivor access to comprehensive support, which especially affects immigrants.³ Furthermore, research indicates that survivor support organisations often fail to effectively coordinate with one another, which risks losing survivors in the UK's complex, many tiered survivor support system.³

At ROMILDAMOR, we aim to fill the support gap for survivors by providing assistance with accessing four key elements to reintegration: legal, academic, career, and wellbeing support. To alleviate strain for our clients and to create a more seamless support journey, our caseworkers also serve as liaisons between the client and their points-of-contact at other organisations, from their solicitors to academic administrators.



IN HER OWN WORDS

"For both of us – myself [...] and my sister [...] Romilda's foundation has been so much more than just a place where we received support. It has been a new window of opportunities, a safe space, and a powerful source of inspiration and strength. From the very beginning of our journey with the foundation, we immediately felt the warmth and exceptional dedication of Romilda and her team. She has always been willing to listen to us, guide us, and provide the support we needed – not only in a practical sense, but also emotionally.

Taking part in the foundation's events has given us the chance to grow, to connect with others, and to feel like part of a vibrant and supportive community. Every experience has left a positive mark on us and helped us build greater self-confidence and a clearer sense of the path ahead. The support we received – whether through activities, conversations, or simply the human presence we felt – has had a real and lasting impact on our lives. We've learned to see more value in ourselves, to trust more in our abilities, and to never feel alone.

We are deeply grateful for everything the foundation has done for us and for so many others like us. This is not just a social project – it is a vision lived out with love, empathy, and sincere commitment."

-Ella*, client of the ROMILDAMOR Foundation

OUR IMPACT IN Numbers

17
survivors

we assisted seventeen clients on their legal cases in the 2024 calendar year

21

cases

between our seventeen clients, we provided assistance on twenty-one total legal cases

new solicitors

we secured pro-bono legal representation for four of our clients this year

26

volunteers

our team has been supported by twenty-six dedicated volunteers over the past year 47% represented

this year, eight of our seventeen clients were represented by pro-bono solicitors that we secured

new clients

we expanded our survivor reach by taking on the cases of four new clients

2 status updates

we assisted two clients in receiving leaveto-remain immigration status

27

attendees

we welcomed twenty-seven of our clients, past and present, to our first client brunch event



IN HER OWN WORDS

You and your team make me think "oh wait I am not alone"[.] You guys told me: how to love my self, to give my self some points, to think positive and much more. I don't know how to thank you all for everything you did for me. You all brought smile on my face every time when I was broken, feeling down and depressed you had patience to listen to me. With out you I couldn't do nothing and I never would ask for help for my mental health because I was afraid [...] I still speak with Joe sometimes when I am stressed, feeling down. I just text him anytime and he'll get back very quick and he listens to me when I talk ,when I cry . You're there for me when nobody else is and you always check if I am doing okay. [...] Thank you million times!

- Kari*, client of the ROMILDAMOR Foundation Report 2024 • 9 ame changed to ensure anonymity

OUR Process

REFERRAL

A prospective client is referred to us from one of our partnering organisations, such as Hestia, Ella's, or Salvation Army



WELCOME MEETING

A member of our BEULAH Care Team meets with the client to assess their needs and refer them according to our relevant support departments: Legal, Academic, and Career; this BEULAH Care Team member remains as the client's wellbeing caseworker

CASEWORKER PAIRING

A caseworker from each relevant department is assigned to work with the client to assist them with their legal, academic, or career needs; in this way, the client has a caseworker in each necessary department



CONTINUOUS SUPPORT

The client receives continuous support from all their caseworkers, who assist the client in achieving their legal, academic, career, and wellbeing needs respectively

REINTEGRATION

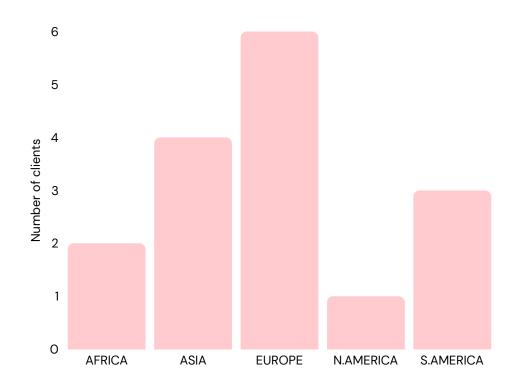
Once the client's needs are fulfilled in the Legal, Academic, Career, and Wellbeing departments, the client moves into our Reintegration process, in which the client is matched with a Befriender who meets with the client every 2 to 3 months to offer companionship and support as needed

OUR Clients

WHO WE HELP

Trafficking and Gender-Based Violence is a global epidemic.

Our clients hail from nine countries across five continents.







2.2 years

average length of time our current clients have been with us 31%

have experienced gender-based violence

referred from

4

partnering organisations

IN HER OWN WORDS

My experience with the Romildamor Foundation has been profoundly transformative. At a difficult and challenging time in my life, you stood by me with understanding, professionalism and warmth that I had never experienced before. Your help was not only practical - it was human. Every conversation, every emotional activity, every step I took with you by my side, gave me the meaning of my voice, the dignity and the strength to move forward. I am grateful for the satisfaction of the work, the way you support choice and how you create the [...] security for all services that [I] need to be heard and to rise again. Your services have made me feel that I am not alone, that someone cares with a heart and that there is still light in this world. Thank you for existing and for doing what [you] do - with heart, with dedication and with true love.

- Lia*, client



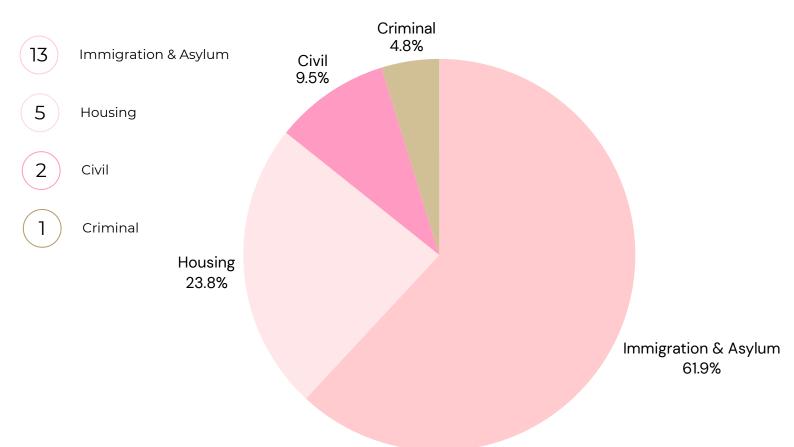
LEGAL Services

WHAT WE DO

Our Legal Services Department currently makes up the core of our organisation, as legal support is often key for survivors to gain independence and stability. As many trafficking survivors are immigrants—in 2024, 77% of people referred to the NRM were of foreign nationalities—this legal guidance often takes the form of immigration assistance.¹ Regularised immigration status is a crucial step for the thousands of survivors who, without legal status, cannot work, attend school, or receive social benefits, all of which are integral to survivors' ability to gain financial autonomy.⁵ Indeed, the lack of a stable immigration status increases a survivor's risk of re-exploitation.⁵

In addition to immigration support, we also assist our clients in securing stable housing and pursuing civil cases that range from negligence to compensation claims. As the legal needs for survivors are often complex, our clients sometimes face multiple cases at the same time. This year, 24% of our clients pursued two legal cases in different areas of law.

CASE BREAKDOWN



LEGAL Services cont.

2024 LEGAL IMPACT IN NUMBERS

- 4 pro bono solicitors acquired for clients
- 2 clients moved into stable accommodation
- 2 positive conclusive grounds decisions received
- 2 leave-to-remain decisions granted; one temporary, the other indefinite



2024 HIGHLIGHTS

This year, we:

- Assisted a client in their **move from temporary accommodation to long-term housing**, including pushing the Housing Council to acknowledge their duty to provide accommodation, and **supporting the client in bidding and accepting a property**
- Supported two clients in their **separate 20-Year Residence immigration applications** on the basis of Private Life; we assisted each of these clients in filing fee-waiver applications—both of which were accepted, **saving each client £2,885**—and in the applications themselves, the outcomes of which we are still awaiting
- Secured pro-bono legal representation for a client seeking **indefinite leave-to-remain**, which the client received just six months after we took on the case
- Aided a client in gathering witness statements and letters that were submitted in support of the client's NRM case; the client **received a Positive Grounds Decision** this year with the guidance of their **pro-bono legal representative**, whom we obtained for the client the year prior



RESTRUCTURING

A NEW VISION

These past two years, we have worked on restructuring our internal construction in order to create a more sustainable, more specialised system of support for our clients. Our central goal is to shift our programming to work on a cohort basis, in which we ensure that, for each group of 30 clients, we have a corresponding number of employees that can provide attentive support. To support our client-facing employees, we are also hiring supervisory staff in roles from HR to our Legal and Academic departments.

Simultaneously, we are currently seeking funding opportunities for the Foundation, which would give our employees--and the Foundation as a whole--more stability and longevity, while expanding our capacity.

STAFF STRUCTURE: PER 30-CLIENT COHORT

Department	Client-Facing Staff	Supervisory Staff	Clients per Staffmember
BEULAH	9 Client Carers	1 Client Care Supervisor	3
Wellbeing	3 Wellbeing Ambassadors	1 Wellbeing Supervisor	10
Legal	15 Legal Assistants	1 Supervisory Lawyer	2
Academic	6 Academic Coordinators	1 Academic Supervisor	5
Career	6 Career Advisors	1 Career Supervisor	5
Reintegration	2 Reintegration Coordinators		15

BEULAH

INTRODUCING: BEULAH CARE TEAM

Central to our restructuring is our BEULAH Wellbeing & Holistic Care team, a new department we are establishing to provide one-to-one support for our clients. Ongoing support and community integration is essential to reducing the risk of re-trafficking,⁵ which is why our BEULAH department will consist of a team of carers who provide personalized and continuous emotional and administrative assistance to our clients, thereby adding stability to their recovery.

OUR VISION

Dedicated caseworker:

Upon referral to ROMILDAMOR, Each survivor will be assigned a dedicated BEULAH carer who will act as the client's wellbeing caseworker and consistent point of contact and support, ensuring the survivor's well-being and progress in the program.

Personalised well-being plan:

In collaboration with the survivor, the BEULAH carer creates a tailored wellbeing plan that addresses the survivor's specific needs, including mental health care, social reintegration, and any necessary support services such as housing or legal assistance.

Access to mental health services:

The BEULAH carers will refer clients to NHS-accredited mental health services and/or partnered private therapists where they can receive professional counseling, trauma therapy, and other psychological support to address their unique experiences and promote healing.

Regular support:

The BEULAH carer provides day-to-day support, including check-ins, assisting with appointments, coordinating access to mental health services, and helping with social reintegration activities. This emotional and practical support offers stability to our clients as they navigate daily challenges.



ACADEMIC Support

ONGOING SUPPORT

While we undergo our administrative upgrading, our Legal Support department has stepped up to assist our clients in the areas that will be covered by our our BEULAH Wellbeing, Academic, Career, and Reintegration departments once our restructuring is complete.

ACADEMIC ENRICHMENT

OUR VISION

Personalised education plan:

Upon entering the program, survivors are assessed to identify their educational needs, learning preferences, and career goals.

Vocational training & certification:

We partner with academic institutions and organizations to offer our clients access to free vocational training courses, including healthcare, hospitality, IT, and business administration. We assist our clients in obtaining industry-recognized certifications to improve employability.



OUR PRESENT

This year, one of our clients, Louise*, started computer courses with our partner, City Lit, an adult education college. As Louise* has yet to obtain stable immigration status, she has not been able to enroll in a university degree, despite her desire to learn job skills and participate in academic life.

Through City Lit, Louise* has been able to participate in multiple computer courses, through which she acquires crucial technical knowledge while enjoying the community she has found with her fellow classmates. She passed her first computer course in 2024 and is now enrolled in the next course in the programme.

CAREER Growth

CAREER DEVELOPMENT SERVICES

Acquiring job skills and experience are integral to gaining financial independence, which is a crucial step in survivors' reclamation of their lives. In this department, we assist our clients in connecting them to opportunities to grow and develop their careers. While much of the department is still being restructured, this year saw the pilot of our corporate partnership programme, in which one of our clients participated in a one-week work placement with our partner, Action Sustainability.

PILOT PROGRAMME

This year, our client Louise* completed a oneweek work placement with sustainability business consultant, Action Sustainability. For five days, and accumulating just over 32 hours, Louise* received one-to-one guidance as she learned about Action Sustainability's programming. Louise* learned skills including: the basics of branding and social media marketing; completing research and case study tasks; an introduction to consultancy; document creation in Canva; and writing a blog post. We hope to roll out this programme with various corporates to enable more clients to have access to work placements in a variety of industries.

CLIENT RESPONSE

"It [was] a bit challenging, but I actually push[ed] myself. Millie and the [Action Sustainability] team, they are so lovely, they're very supportive, so [...] that has helped me push myself and helped me to be confident, even though [...] it's new to me. But at least to challenge myself and try my best. [...] I really enjoyed it [...] Thank you so much for the opportunity [...] I'm very grateful to you. [...] [The experience] really helped me mentally and with my self-esteem and my confidence."

- Louise*, client



CAREER Growth cont.

CAREER GROWTH: RESTRUCTURED

OUR VISION

Expand corporate work placements:

We will expand our work. placement programme through establishing partnerships with a range of corporate companies with which we can offer work experiences, mentorships, and job placements for our clients. These collaborations will help survivors gain hands-on experience, build professional networks, and secure stable employment.

Employment Opportunities and Referrals:

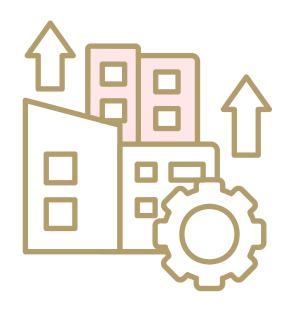
In collaboration with local businesses and social enterprises, we will refer our clients for internships, apprenticeships, and full-time positions. These job opportunities will be designed to offer a supportive and inclusive environment, where survivors can thrive and develop in the workplace.

Entrepreneurship Support:

For survivors interested in starting their own businesses, ROMILDAMOR will offer resources such as business training, start-up funding, and guidance on creating sustainable business plans. This will empower our clients to become self-employed, achieve financial independence, and build a future on their own terms.

Ongoing Career Support:

The Foundation will continue to provide career coaching, mentorship, and professional development even after our clients secure employment. Clients will be encouraged to participate in peer support networks, where they can share experiences, receive advice, and celebrate milestones.



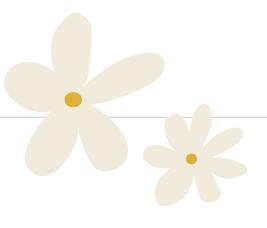




IN HER OWN WORDS Hello dear, I will write it now and send it. 7:36 PM 1.36 PM My experience with the Romildamor Foundation has been profoundly transformative. At a difficult and challenging time in my life, you stood by me with understanding, professionalism and warmth that I had never experienced before. Your help was not only practical - it was human. Every conversation, every emotional activity, every step I took with you by my side, gave me the meaning of my voice, the dignity and the strength to move forward. I am grateful for the satisfaction of the work, the way you support choice and how you create the secure security for all services that need to be heard and to rise again. Your services have made me feel that I am not alone, that someone cares with a heart and that there is still light in this world. Thank you for existing and for doing what I do - with heart, with dedication and with true love. With much respect and gratitude God bless you A N 8:06 PM

-Jenna*, client of the ROMILDAMOR Foundation

EVENTS



CLIENT-FOCUSED VISION

Our clients are the heart of our organisation, so this past year we shifted our event programming to celebrate and uplift them. While we do plan on continuing events that raise public awareness of human trafficking and modern-day slavery, this year's programme was focused on launching our empowerment events for our clients.



CLIENT Brunch

EMPOWERMENT BRUNCH

We held our first client event on 14 May 2024, where we welcomed 27 client attendees. The theme for the event was 'empowerment'. We sought to celebrate the power and resilience of the women we serve and to encourage them in their journey to healing and independence, all while developing connections and fostering a safe, welcoming community among the women. This event, free to our clients, featured a brunch, an empowerment workshop, and a speech by our Founder & CEO, Romilda Dompreh.



CLIENT Brunch cont.

EVENT ACTIVITIES

EMPOWERMENT WORKSHOPS

Positive Declarations:

This first activity addressed the negative thoughts that we, far too easily, believe about ourselves. Attendees were given a flashcard and a pen and, on one side of the flashcard, they wrote down some of the negative and diminishing beliefs they had about themselves. They then crossed the words they had written out, turned the card onto the other side and proceeded to write down the opposing positive declaration of that limiting thought.



Two are Better than One:

This second activity aimed to tackle the negative words that are often spoken into our lives and impact the way we view ourselves. It also highlighted the importance of building and leaning on community to heal detrimental beliefs and foster positive relationships between each other. Attendees were placed into groups and tasked with shared things they admired and appreciated about each other, with the purpose of building each other's sense of confidence and self-love.



CLIENT Brunch cont.

THANK YOU TO OUR SPONSORS!

We had the privilege of giving a Lovebox to our attendees, filled with goods provided to us by our generous sponsors. We thank each and every sponsor that contributed to the event and gave freely to support our cause. Thank you for making the event possible and providing such lovely gifts for our attendees.



EVENT SPONSORS

Aesop
Propercorn
Friendly Soap
Globerry Events
Dee's Basement
CFC Underwriting
Tony's Chocoloney
Good News For Everyone

CLIENT RESPONSE

"[This event has] shown me how much I focus on negative thoughts. When asked to write down the positive the positive, it was like 'oh wow, I had so many sentences to write for the negative, but only a few words for the positives. I am going to work more on this."

- Client & Event Attendee





IN HER OWN WORDS

"[The] Romilda[mor] foundation has been such a blessing to me. I have felt loved, accepted and understood. The intentional get togethers have impacted me greatly, meeting with women who are full of hope for the future and not letting our past define us as we have been encouraged by the leaders at [the] Romilda[mor] foundation. Romilda and Ebun have poured words of encouragement into us, every chance they get. [...] [The] Romilda[mor] foundation is really wholesome, helping us find out feet in life and see the essence of living, from wellbeing, to legal support, integration and so much more. I am so thankful for [the] Romilda[mor] foundation."

- Clare*, client

UK ANTI-SLAVERY Day

ANNUAL UK ANTI-SLAVERY DAY AWARDS

Hosted by the Human-Trafficking Foundation with support from the Marsh Charitable Fund, the UK Anti-Slavery Day Awards are an annual event that raises awareness around modern slavery and celebrates examples of policy implementation and good practice within governmental and charitable organisations. It is also a chance to collaboratively reflect on areas of policy improvement. This year, our Founder, Romilda Dompreh, attended the UK Anti-Slavery Day Awards, which were held at the House of Commons on the 18th October 2024.



This was the first time that the ROMILDAMOR Foundation was invited, marking a special occasion in the organisation's history. Other attendees included representatives Hestia, Ella's, the government—including Dame Sarah Thornton, the UK's former Independent Anti-Slavery Commissioner—and multiple NGO founders. It was inspiring to learn more about the ground-breaking achievement made within the anti-slavery field and to witness an individual with lived experience of human trafficking receive an award. It was truly eye-opening to see the great work happening in the field and acknowledge the potential that blossoms when we can come together to make great changes.



VOLUNTEER TESTIMONIAL

Although every moment has been invaluable, I must admit that writing witness statements was one of the most impactful parts. Being able to narrate the stories of the resilient women we support, and making their voices feel heard, was truly a privilege that I am extremely grateful for. I truly admire all of our clients - they are inspiring, strong and full of hope.

Thank you, truly, for this fantastic opportunity and for your unwavering dedication to the cause. It has been an honour to contribute to Romildamor's mission.

- Giulia, volunteer

TEAM & Trustees

Our work is only made possible by those who work with and for us. A huge thanks to our talented volunteers, our visionary trustees, and our dedicated partnering organisations. Your passion, perseverance, and tremendous efforts are both the driving force behind ROMILDAMOR, as well as a source of inspiration. Thank you for supporting and sharing in our mission.

TRUSTEE TESTIMONIAL

It has been amazing to see the transformation of ROMILDAMOR over the past year. The creation of BEULAH Care, which thoughtfully threads together the services we provide, has deepened our ability to serve survivors in a more integrated and intentional way. The work placement pilot with Action Sustainability has shown how meaningful corporate partnerships can expand our reach and open new opportunities for those we support.

To know that all of this has been achieved with volunteers truly moves my heart. It's a powerful reminder that with determination, genuine care, and belief, we really can make a difference - even in missions that may feel too big to tackle. I feel privileged to witness the work of ROMILDAMOR up close, and as we look to 2025, I'm filled with optimism that the continued growth of our empowerment programme, alongside deepening corporate partnerships, will bring even greater impact.

- Iris Chang, Trustee Head of Commercial Operations, Expedia Group



OUR Partners

A massive thank-you to our partnering organisations. We are honoured to work alongside you and are grateful for your collaboration, fellowship, and commitment.



PARTNER TESTIMONIAL

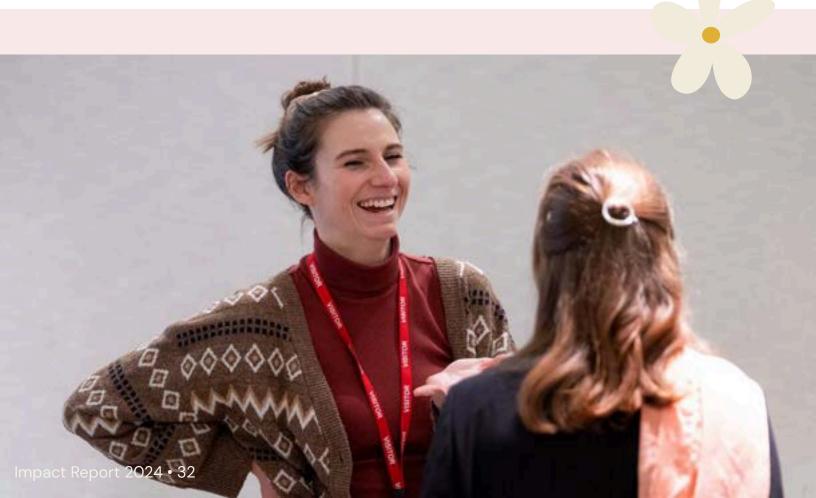
Through our collaboration with Romildamor, we were proud to welcome Louise* for a week work experience, working with [her] during her placement was truly inspiring. She approached every task with enthusiasm, asked insightful questions, and brought a fresh perspective to our work. Her determination and positivity was felt across the team, and it was a privilege to be part of her journey.

- Millie Holder, Action Sustainability

TO OUR Supporters

As we close another powerful chapter of our journey, we are filled with immense gratitude for your unwavering support. Thanks to you, the ROMILDAMOR Foundation has been able to walk alongside some of the most courageous women and girls, helping them move from surviving to thriving. Our 2024 Impact Report reflects more than just numbers—it tells stories of transformation, healing, and hope. It is a testament to what love in action can truly achieve.

But we're not stopping here. In 2025, we are launching into even bigger missions—extending our reach, strengthening our survivor-centered programs, and building sustainable systems that will empower even more women to live in freedom and dignity. Your continued belief in our work is what makes this possible. Thank you for being a vital part of the ROMILDAMOR family. Together, we are creating a world where survivors are seen, heard, and set free.



OUR Sponsors





































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