

Impact report 2023-24

WE FIGHT FOR A
WORLD WHERE
THE VOICES OF
WOMEN ARE
HEARD, RESPECTED

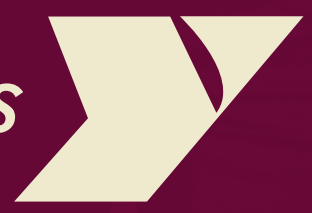
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THE YOUNG
WOMEN'S
MOVEMENT

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WELCOME

2023–2024 was a year marked by deep reflection and transformative learning for The Young Women’s Movement. We have been fortifying our internal structures, re-structuring our staff team; re-contemporising our brand; re-locating from our Glasgow Centre and re-focusing our strategic priorities. The work of the past year has been intentional to lay a resilient foundation for sustainable impact and future growth.

Our new strategy ‘Re-Imagining Scotland for Young Women and Girls’ was launched in April 2023, providing the organisation with a clear focus and direction of travel for the next five years. In line with our new strategic plan, we have worked with expert consultants on developing a new organisational evaluation framework; communications strategy and digital ecosystem.

Despite a year of significant change, we continued to deliver high impact services for young women and girls across Scotland. We saw a growth in the number of young women joining our programmes, launched our most impactful Status of Young Women in Scotland report yet, and reached a wider audience through increased social media presence and press and media coverage.

2024 marks our 100th anniversary, and with ever-growing challenges to young women’s rights, our organisation has never been more needed. Young women and non-binary people are at the heart of everything we do and at every point in our long history, there are stories of young women meeting through our organisation, forming lifelong bonds of friendship and creating meaningful change that has led us to today. There is a rich history and heritage that we will be exploring, preserving and showcasing as part of our 100-year activity.

We have ambitious plans as we move into the next era of our organisation including more young women led campaigns, programmes and participatory research. We are building a new and improved website which will serve as a cornerstone for our digital outreach and engagement with young women, and we are delighted that as part of our new website we will have the first young women's research and policy hub in Scotland.

As always, the success and impact of our work over the past year wouldn't be possible without the commitment and passion of our staff team, board of trustees, advisory collective and, most of all, the young women and girls we work with.

Our ambition is bold and there are challenging times ahead for gender equality, but young women and girls deserve nothing less. We know that we can't do this alone. There's a role for everyone in our movement – will you join us?

**In sisterhood,
Jenni Snell
CEO**



2023-24 IN NUMBERS

360

new participants joined
our programmes

1.2 million

impressions on social
media

134

participants received
gender inclusion training
through the Young
Women Code project

26

young feminists were paid
for their writing, art work,
training and consultancy

12 staff

10 trustees

32 advisory collective
members

19 volunteers

63

young women
participated in the
co-design of our research,
campaigns and
programmes

2023-2027 STRATEGY: REIMAGINING SCOTLAND FOR YOUNG WOMEN AND GIRLS

In April 2023, we launched our new five-year strategy, with five key strategic pillars. [You can read the full strategy on our website.](#)

- 1** Unlocking young women and girls' potential
- 2** Connecting young women and girls' voices and experiences
- 3** Mobilising young women and girls' collective action
- 4** Challenging systemic inequality affecting young women and girls in Scotland
- 5** Inspiring feminist wellbeing for and by young women and girls

COMMUNICATIONS & INFLUENCING

Our online platforms, presence and community enable The Young Women's Movement to be at the forefront of driving change.

1,237,185	Social media impressions
31,643	Website visits
45,668	Social media engagements
114,249	Video views
18	Blog posts published

We use our online channels to platform our work and amplify the voices of young women, girls and people of marginalised genders.

Visits and views to our website spiked massively in November, thanks to the success of 30 Under 30.

April 2023

- [The National: 'Young Scottish women 'patronised and minimised' accessing healthcare'](#)
- SYWS was also covered by [Third Force News](#) and [Global, Heart, Smooth, and LBC](#)
- [Children & Young People Now](#) covered SYWS



May 2023

- [The National interviewed Jenni and Rhianna \(then Research & Policy Lead\) about our rebrand: Young Women's Movement looks to the future fighting misogyny](#)
- [Greater Govanhill: Young Women Struggling to Access the Healthcare They Need](#)

June 2023

- [Bold Girls Ken](#) featured in [The Guardian](#)

July 2023

- [Children and Young People Now](#) covered us receiving funding from the PHF Youth Strategic Investment Fund.
- [The National](#) featured a quote from our CEO Jenni Snell in a piece on the cancellation of Glasgow's night buses.
- [The Ferret](#) quoted our previous Research and Policy Lead Rhianna Mallia in a piece on how longer A&E waits disadvantage women, which was also run in [The National](#).

August 2023

Erin Waldie from the Advisory Collective was on [BBC Scotland News](#) discussing the cost-of-living crisis.

September 2023

- [YWL Highland, Inverness Courier](#)

COMMUNICATIONS & INFLUENCING

November 2023

- Brave Lassies Blether
 - the project was covered on BBC Scotland
 - [The Courier](#)
- 30 Under 30 coverage:
 - [Press & Journal](#)
 - [Third Force News](#)
 - [Shetland News](#)
 - [Strathspey Herald](#)
 - [The John O'Groat Journal](#)
 - [The Northern Times](#)

January 2024

BBC Radio Scotland and Radio Skye covered the Young Women Lead Highland report on social isolation in the Highlands, as did [West Coast Today](#).

March 2024

[The Herald](#) ran an opinion piece by our CEO Jenni Snell for International Women's Day.

External Blog Features

- [Spktral interviewed us about the results of the Young Women Code project \(December 2023\)](#)
- [Rhianna wrote a blog for Third Force News on SYWS: New report from The Young Women's Movement highlights healthcare obstacles \(May 2023\)](#)

Podcast Features

- [UofG Spotlight: The effects of 'persistence' in economic development and The Young Women's Movement on access to healthcare \(April 2023\)](#)
- [Women in Public Affairs Scotland - The Unofficial Report: IWD24 with Jenni Snell CEO at The Young Women's Movement Scotland \(March 2024\)](#)
- [Community Learning & Development – CLD Talks: International Women's Day 2024 with Jenni Snell \(March 2024\)](#)
- [Saffron spoke about gender inclusion in the workplace on a national law firm's internal podcast for IWD \(March 2024\)](#)

30U30 Campaign

[30 Under 30](#) is our annual campaign featuring 30 young women & non-binary people in Scotland, who are making changes in their communities & wider society. You can find the incredible stories of our 30 Under 30 list on our website.

COLLECTIVE VOICE & ACTION

YOUNG WOMEN LEAD

5 young women in total (YWL Highland),
24 creative submissions for YWL
Highland.

Young Women Lead is a leadership programme for women and non-binary people aged 16 to 30 years old. This programme provides participants with a unique and exciting safe space to share their experiences and work together to create real tangible change.

The Young Women Lead Highland cohort launched their zine on 31st January 2024. Based in the Highlands, these young women identified gaps in conversations on social isolation as they tend to focus on urban areas and factors related to ageing.

They decided to explore social isolation and loneliness in the Highland Council region from young women's perspective instead. Participants from Young Women Lead Highland collated an illustrated zine with submissions from the wider community, exploring young women's experiences of social isolation in the Highlands.

Importantly, we have connected with young people who may not have otherwise engaged with our programmes; meeting young people where they are.

Links:

- [YWL Highland Zine](#)

This year we took some time to reflect on and evaluate the last seven years of the Young Women Lead programme. This evaluation looks at young women's experiences across all YWL cohorts in order to produce a set of recommendations to best develop the programme for future participants.

“

"YWL has given me many practical skills that have helped me in this position, as well as confidence to know that I am able to, and should, take up positions of power." [YWL Evaluation Survey Respondent, 2023]

YOUNG WOMEN'S EXPERIENCES OF SOCIAL ISOLATION IN THE HIGHLANDS

*An illustrated zine collated by Young Women Lead
Highland with submissions from the wider community*

COLLECTIVE VOICE & ACTION

YOUNG WOMEN KNOW

14 young women in total 2023-24.

Young Women Know is a partnership project between The Young Women's Movement, NSPCC Scotland, and young women, designed to tackle unhealthy relationships and peer sexual abuse through peer-led campaigns.

This year Young Women Know has worked with three local campaign groups of young women aged 16 to 18 to develop campaigns and create toolkits to support young people in their understanding of healthy relationships, consent and safe spaces.

Alongside the NSPCC, we delivered Young Women Know in two local authorities:

- Bold Girls Ken in Perth & Kinross
- Brave Lassies Blether in Angus

Brave Lassies Blether and Bold Girls Ken came together to visit the Scottish Parliament during November 2023's #16DaysOfActivism

Bold Girls Ken had a motion raised in parliament for Bold Girls Ken, resulting in a meeting with Jim Fairlie (April 2023)

Oor Fierce Girls had a meeting with Siobhan Brown MSP.



EMBODY TO EMPOWER

We worked with 14 young women to develop the resource.

From registering with a medical centre, doctor, or dentist, to making appointments, to talking to healthcare practitioners and having treatments, accessing healthcare is a journey.

The EmBody to EmPower project consists of a group of young women who co-designed three digital and physical resources to help create a more inclusive understanding of what a positive experience of accessing healthcare is, and how young women can build the skills and confidence to self-advocate within healthcare settings. [Access the resources via the links on our website.](#)

We decided to develop a resource to support young women's self-advocacy in healthcare settings as this was a significant finding of our annual report, the 'Status of Young Women in Scotland 2022-23', which explored young women's access to healthcare.



EmBody To EmPower

COLLECTIVE VOICE & ACTION

“

After attending the information meeting, I was enamoured with the thought that I, a seventeen-year-old schoolgirl, could help young women find their voice.

As these sessions continued, I felt like I realised more and more how necessary the work we are doing is. I mean I didn't even know what most of the support services we discussed were. I know a lot of young women can relate, and will not realise the amount of help that is really out there.

[Neave Townsley, [Brave Lassies Blether Launch Blog](#)]





YOUNG WOMEN'S EXPERIENCES OF **SOCIAL ISOLATION** IN THE HIGHLANDS

*An illustrated zine collated by Young Women Lead
Highland with submissions from the wider community*



COLLECTIVE VOICE & ACTION

ADVISORY COLLECTIVE

Number: 32

Our Advisory Collective of 32 young women and people of marginalised genders support us in developing our strategy and designing our programmes and resources.

This year, our Advisory Collective had the opportunity to:

- Feed into our policy consultation responses;
- Attend training sessions as well as creative team days;
- Attend our away weekend in Dundee in November 2023;
- 4 Advisory Collective members joined us for Peer Research training with The Young Foundation;
- Support us at various events throughout the year;
- Expand their participation in the Scottish women's sector, such as joining the NACWG panel;
- 4 Advisory Collective Members got the chance to be involved in the Commonwealth Women Parliamentarians IWD event.



YOUNG WOMEN'S MOVEMENT JOURNEY

Alumni from our Collective Voice & Action programmes are often keen to stay involved in our work and have moved through from our programmes onto our Advisory Collective and Board. One of our Young Women Know participants now sits on our Advisory Collective and is involved in other feminist organisations in Scotland, such as the Scottish Government's National Advisory Council on Women and Girls (NACWG), whilst multiple Young Women Lead alumni sit on our Advisory Collective or Board of Trustees.

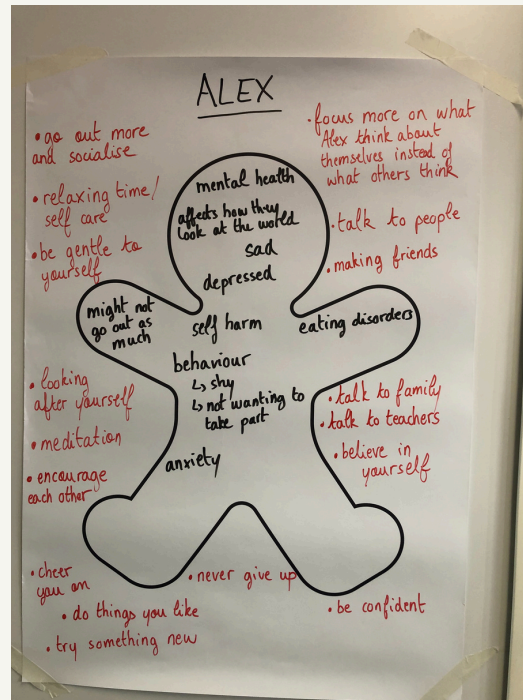
LEARNING & ENGAGEMENT

EMPOWERING PATHWAYS FOR WOMEN

Number of EPW Participants: 53
Programme Volunteers: 2

Our Empowering Pathways programme is co-created by our Glasgow Advisory Panel and is delivered as a community based or online offering. This intersectional feminist programme creates a safe space for women to have their voices heard, gain confidence and self-esteem, create positive relationships with other young women in their group and celebrate their achievements. The programme can be delivered within a community setting or as a digital offering - this is always led by the needs of the participants.

Partners: Ubuntu Women Shelter, Romano Lav, Cranhill Development Trust, City of Glasgow College, Skills Development Scotland, Volunteer Glasgow, Empower Women for Change / Bridging The Gap.



YEQUALITY

Number of participants in 2023-24: 160
P7 pupils

Programme volunteers: 1

Number of schools in Glasgow the programme has been delivered in: 6

Freelance facilitator: 1

Our YEquality programme is a five-week, youth work-focused schools-based programme. YEquality is delivered to P7 pupils of all genders in schools across Glasgow. We work as a group to discuss what equality from a feminist lens means, explore and challenge gender stereotypes, raise awareness of inequalities, discuss leadership skills and useful tools that can be implemented when transitioning into high school and explore how we can all become 'Equality Champions'.



LEARNING & ENGAGEMENT

EMPOWERING PATHWAYS FOR WOMEN CASE STUDY: VK, 2023



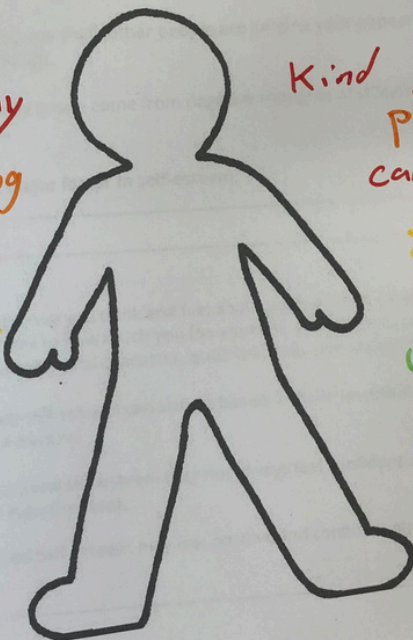
VK is a young mother that has recently gained her leave to remain status in the UK but was struggling with her confidence and isolation. Due to childcare barriers, our online EPW programme was something that she could access. During the online sessions, as well as participating in learning and sharing her skills and experiences, VK made new friends that have lasted beyond the programme sessions. Connecting with other one-parent families was important in helping reduce VKs feelings of isolation and supported improving her mental health.

"I gain more confidence in my self and self esteem. I learn that women have their rights and to stand up against discrimination and violence. I learned that women have their own choice and their rights to influence social change for themselves and others. I learn to be open and honest and support each other in many ways. I loved it when we were divided into the groups, especially when everyone share their experiences about the specific topics of the day to learn from each other. Yes, sometimes lack of face to face interaction and technical difficulties were hard but I managed to finish my course. I learn a lot and gain more knowledge. I want to study more in the future and get a job if I can."

All about me

Think of your character, qualities, skills and achievements. These are all things that make you who you are. Write or draw them around the image:

bubbly
confident
creative
fair
funny
hardworking
helpful
Team player
dancer
positive
Kind
plays Trumpet
caring
Supportive
good manners
Adventurous
Resilient
good listener
Mature
Joyful
fun
Talkative
brave



LEARNING & ENGAGEMENT

YOUTH ARTS OPEN FUND

Number of participants in 2023-24: 36 young women.

Through the Youth Arts Open Fund, we ran collaborative participatory arts workshops with young women and girls across Scotland to explore the connection between arts and activism developing a response to our 2023-27 strategy concept 'Re-Imagining Scotland for Young Women and Girls'. We worked with three young women artists over nine workshops – with each artist delivering three sessions; online and in Glasgow and Renfrewshire. Artists ran a series of workshops with 36 young women in total, both online and in-person.

Each artist explored different forms of arts-based activism embedding the link to how arts can be used as a means to engage with social justice movements. The final creative outputs of the project were co-designed by young women and girls. The responses worked to highlight the diversity of their lived experiences as young women, expressing what reimagining a fairer Scotland for women and girls meant to them.

The artwork will be displayed at our 100-year birthday to convey the journey of the women's rights movement so far but also a call to action for what still needs to be changed to achieve gender-equality.



“

*"I had loads of fun with this project! I felt like I was very able to express who I am & show parts of my life. This experience brought me lots of joy & happiness as it was overall very relatable & fun to do."
[Clydebank participant]*

LEARNING & ENGAGEMENT

ADVISORY PANEL (GLASGOW)

Number of participants in 2023-24: 12 volunteer members.

Our Glasgow Advisory Panel offers young women the opportunity to co-create our Empowering Pathways programme. The volunteer members advise us on what is important to them and the challenges they face as young women in Scotland. We work together to design an intersectional feminist programme for future participants to engage with. Our panel lead us in all aspects of the Empowering Programme design and development.

“

Being part of the Young Women Movement's Advisory Panel has provided me with a sense of empowerment and influence over decisions and actions in and around me. I feel bold to ask questions, speak up with confidence contributing in workshops and meetings. The sense of having a voice is big deal. This panel has taught me to prepare for what is to come by doing some digging into subjects. My CV is another feeling of control that I have. Being part of this panel is already in my CV and I feel like I am making a tremendous progress and in control of my life.

PARTNERSHIP DEVELOPMENT & INNOVATION

Following our organisational rebrand in 2023, we presented at a number of different events, bringing our young women co-designed resources and participatory research findings to wider audiences than ever before.

We hosted a rebrand and strategy launch at Transmission Gallery in April 2023. For this event we commissioned 5 young women artists to create original pieces of work on the theme "reimagining Scotland for young women and girls" which were displayed.

We also had a performance from Anise Pearson (Queen of Harps) and a poem by Rebekah Cheung. It was an opportunity to hear about our new 5 year strategy and how we're stepping into the next century of The Young Women's Movement.




THE YOUNG WOMEN'S MOVEMENT

We contributed to more than 20 events (hosting stalls or workshops or giving speeches) including at:

- Scotland's Women GATHER
- The Gathering
- Climate 2050 Youth Climate Summit

We ran 5 other events launching new campaigns by Bold Girls Ken, Brave Lassies Blether and EmBody to EmPower and our annual Status of Young Women in Scotland research.

13 young women represented us at external events, including speaking at the Festival of Politics at the Scottish Parliament.

Our staff attended 35 external events.

RESEARCH & POLICY

I. RESEARCH

At The Young Women's Movement, our young women-led research, policy and impact work enabled young women and girls to meaningfully engage with decision makers and make a tangible difference in 2023.

This year, young women told us they care about a variety of issues affecting their day-to-day lives in Scotland, including their ability to realise their human rights, their access to safe and high-quality healthcare, the devastating impact of climate change on their communities, and their experiences of the ongoing cost-of-living crisis, among many other key issues.

By engaging with our research and policy work, young women shifted public perception, gained commitments from local government to implement changes and recommendations, influenced policy and legislative changes in Parliament, and built meaningful understanding and awareness around their unique experiences.

RESEARCH & POLICY IN NUMBERS

- Spoke at 1 Cross-Party Group in the Scottish Parliament (CPG on Women's Health)
- Interviewed on 3 podcasts
- Presented at 1 Scottish Government's Women's Health Plan Implementation Board meeting
- Spoke at 1 Parliamentary Evidence Committee
- Submitted 4 consultation responses
- Sent 4 policy briefings for parliamentary debates
- Trained 4 young women as peer researchers
- Engaged with over 1,000 young women and girls in research and policy work
- Spoke on 1 panel about 'imposter syndrome' in the workplace
- Delivered 1 guest lecture at Glasgow Caledonian University
- Delivered 1 workshop on gender inclusion in the workplace
- Shared our 'insights bank' of research with 8 organisations across the third sector

RESEARCH & POLICY

STATUS OF YOUNG WOMEN IN SCOTLAND 2022-2023: ACCESS TO HEALTHCARE

In April 2023, we launched the findings of our 'Status of Young Women in Scotland 2022-2023: Access to healthcare' (SYWS 22-23) research project. Our research engaged with nearly 1,000 young women and people of marginalised genders across Scotland, finding that young people struggle to access the healthcare they desperately need and deserve.

Since our report was published, we have been working closely with groups of young women in collaboration with the Collective Voice and Action team to support them to develop a resource to help young women self-advocate in healthcare settings, [Embody to Empower](#).

We have also been working hard to ensure young women's voices and experiences are meaningfully included in policies and programmes that directly impact their access to healthcare. Our CEO Jenni Snell currently sits on the Scottish Government's Women's Health Plan Implementation Programme Board, while the Research and Policy team attend the Scottish Parliament's Cross-Party Group on Women's Health.

There remains a huge research gap on young women's access to sexual and reproductive healthcare; The Young Women's Movement has worked to highlight young women's experiences of accessing contraception and associated sexual and reproductive services and propose areas for immediate action.

YOUNG WOMEN'S EXPERIENCES OF THE COST-OF-LIVING CRISIS

Young women's experiences of the cost-of-living crisis remains an area of focus for The Young Women's Movement.

Numerous reports have shown that the impact of the COVID-19 pandemic has placed women at a greater risk of economic insecurity, and that the cost-of-living crisis has further exacerbated women's existing economic inequality, pushing many into poverty. Nonetheless, we identified a gap in data and knowledge about young women's experiences of the cost-of-living crisis in Scotland and decided to explore this topic collaboratively in more depth with the Scottish Women's Budget Group.

We are currently working with a group of 9 young women to co-design a research project exploring issues that affect young women and girls from a range of backgrounds and circumstances during the cost-of-living crisis in Scotland. This research project will be launched later in the year.



RESEARCH & POLICY

II. POLICY & INFLUENCING

The Young Women's Movement's research, policy and impact works to highlight young women's inequality in Scotland and make recommendations to ensure young women's voices and experiences are enabled and amplified to challenge systemic inequality.

In 2023 we continued to co-develop our policy responses by responding to current and emerging issues affecting young women and girls across Scotland. This necessarily covers a wide range of policy areas, including those traditionally seen as topics of concern to young women, and those where more effort is needed to amplify and include the voices and experiences of young women.

GIRLS' & YOUNG WOMEN'S RIGHTS

Girls' and young women's human rights remains a key theme for The Young Women's Movement. In 2023 we responded to proposed Human Rights Bill, noting that young women and girls are struggling to have their basic human rights realised due to poor access to healthcare, employment, a decent standard of living, and a life free of violence and abuse.

In 2024 our Research and Policy Lead also spoke at the launch of Zero Tolerance's report, [Girls' Rights are Human Rights!](#), highlighting how policy makers continue to fail to adequately engage girls in decision-making processes, and the importance of working collaboratively across the sector to ensure girls and young women thrive. The Young Women's Movement will continue to advocate for the inclusion of intersectional feminist principles in human rights legislation.

YOUNG WOMEN IN THE WORKPLACE

Ensuring young women's inclusion in the workplace has also been a priority for us over the past year. Following our Young Women Code research, we sent a parliamentary briefing out for the International Women's Day debate on young women's workplace inclusion.

We also sent a ministerial letter to Cabinet Secretary Màiri McAllan MSP on the same topic. This letter addressed the closure of the Workplace Equality Fund, which had funded this two-year project, and asked about plans for the future of the Fair Work Budget.

RESEARCH & POLICY

REPRODUCTIVE HEALTH & ABORTION RIGHTS

Following on from our SYWS 22-23 research project, young women's reproductive health and abortion rights has been a key theme for The Young Women's Movement. This year we supported Engender's call for an expert working group on the decriminalisation of abortion in Scotland. We have since been invited by the Scottish Government's Abortion Policy Team to feed into an advisory group for the review on abortion law to ensure young women's voices are heard and represented alongside legal, clinical and academic expertise.

We also positively responded to Gillian Mackay MSP's consultation on the proposed Abortion Services (Safe Access Zones) (Scotland) Bill, which seeks to introduce safe access zones (also known as 'buffer zones') around hospitals and clinics where abortion and associated reproductive healthcare services are provided in Scotland. We were subsequently invited to give evidence to the Health, Social Care and Sport Committee to further explain why The Young Women's Movement supports the proposal to introduce buffer zones, and how the Bill will impact on the lives of young women in Scotland.

CLIMATE JUSTICE

In our outreach work, young women expressed feeling demoralised about the state of the planet and the general lack of progress in tackling the effects of climate change in Scotland. We therefore gladly welcomed the opportunity to respond to Monica Lennon MSP's proposed Ecocide (Prevention) (Scotland) Bill in 2024, which seeks to criminalise the deliberate or negligent destruction of the environment by humans, often in pursuit of profit.

While generally supportive of the proposal, The Young Women's Movement called for an urgent need to collect gender-sensitive, intersectional data to fully understand the different ways in which women and men from different communities, and with distinct characteristics, experience severe environmental harm and climate change in Scotland.

The Young Women's Movement will continue to amplify the voices and experiences of young women and girls to inform policy and decision-making processes around climate change and inequality.

“

“[The Young Women's Movement] believes that the bill will ensure that every person who is entering a clinic or hospital—for whatever reason, that is personal to them and their healthcare provider—is protected from experiencing intimidation and harassment from protesters gathering outside the entrance.”

Dr Rebecca Mason, Research and Policy Lead at The Young Women's Movement, speaking at the Scottish Parliament's Health, Social Care and Sport Committee in February 2024.

RESEARCH & POLICY

ADVOCATING FOR INTERSECTIONAL FEMINISM

Advocating for intersectional feminist principles and approaches to inform policy and decision making in issues that affect young women, girls and people of marginalised genders is a key priority for The Young Women's Movement.

In 2024 we responded to the Gender Representation on Public Boards (Amendment) Scotland Bill, expressing our disappointment when the Court of Session ruled that including a fully trans-inclusive definition of woman in the Act was outwith the competence of the Scottish Parliament.

As an intersectional feminist organisation, we welcome women of different races, different religions, disabled women, lesbian and bisexual women, transgender women, and people of marginalised genders. The Young Women's Movement will continue to highlight the importance of inclusivity when informing policy and decision-making processes around gender equality and propose areas for immediate action.

We wrote Parliamentary Briefings for three Parliamentary debates:

- Debate on Women in STEM (25th May 2023);
- Debate on female participation in sport and physical activity (28 November 2023);
- Scottish Government debate on championing disability equality and human rights (5th December 2023);
- Scottish Government debate on International Women's Day: Young women's workplace inclusion (7th March 2024).

All of our consultation and parliamentary briefings will be freely available on our new website in the coming months.

We were signatories on four letters:

- Engender's Call for Expert Working Group on Decriminalisation of Abortion, which was accepted by the Scottish Government;
- Oxfam Scotland's Open Letter to the Leaders of Scotland's Main Political Parties on Tax;
- Single Parent Rights's Select Committee Letter on Universal Credit Conditionality
- Oxfam's Letter on Fair Council Tax Reform.

RESEARCH & POLICY

III. IMPACT & EVALUATION

30 UNDER 30 & YOUNG WOMEN LEAD EVALUATIONS

We produced one small-scale evaluation looking at the 30u30 programme and one large-scale evaluation of the Young Women Lead programme. The findings of both will inform the programmes' future development.

“

"I am now in a leadership position and I know I wouldn't be here if it wasn't for the skills, self-esteem and network YWL gave me. It gave me a belief in myself I didn't know possible." [survey respondent]

KAIROS: RESEARCH TRAINING

We delivered training to community-led, Paisley women's organisation Kairos, looking at feminist research methods, inclusive survey design and running focus groups with women.



YOUNG WOMEN CODE

As a unique offer for corporates, funded by the Workplace Equality Fund, The Young Women's Movement (YWM) developed gender inclusive training workshops for tech organisations in Scotland. This training was initially developed to embed our [Young Women Code recommendations](#) for cultivating an inclusive workplace culture at CodeClan. This was done in collaboration with young women to ensure we embedded our intersectional feminist principles and values in the training from the outset.

We firstly delivered this workshop to CodeClan during June 2023 and then evaluated the process. After this, we developed relationships with four CodeClan partners and delivered training to each organisation between August and November 2023. From feedback given by each organisation from the first phase of training, we developed additional support training sessions and supportive documents from December 2023 to March 2024.

Through Young Women Code, we directly delivered gender inclusion training to 134 participants at five tech organisations.

“

"I found it very interesting hearing more about expectations etc of the younger generation as they are our future employees and this company needs to be a safe space for all people of all ages, gender etc." [training participant]

RESEARCH & POLICY

YOUNG WOMEN CODE CASE STUDY: CLAIRE, 2023



One young woman who worked at CodeClan gained huge personal benefit from being part of the Young Women Code project.

"Young Women Code has actually had a really positive impact on my career [...] participating in the project showed me just how much of an impact I can make as a woman in the tech industry."

When we began the Young Women Code project, Claire worked in comms and marketing at CodeClan. By the end of the project, she had begun retraining to pursue a career in software development and UX design, telling us that the project "did play a role" in this decision.

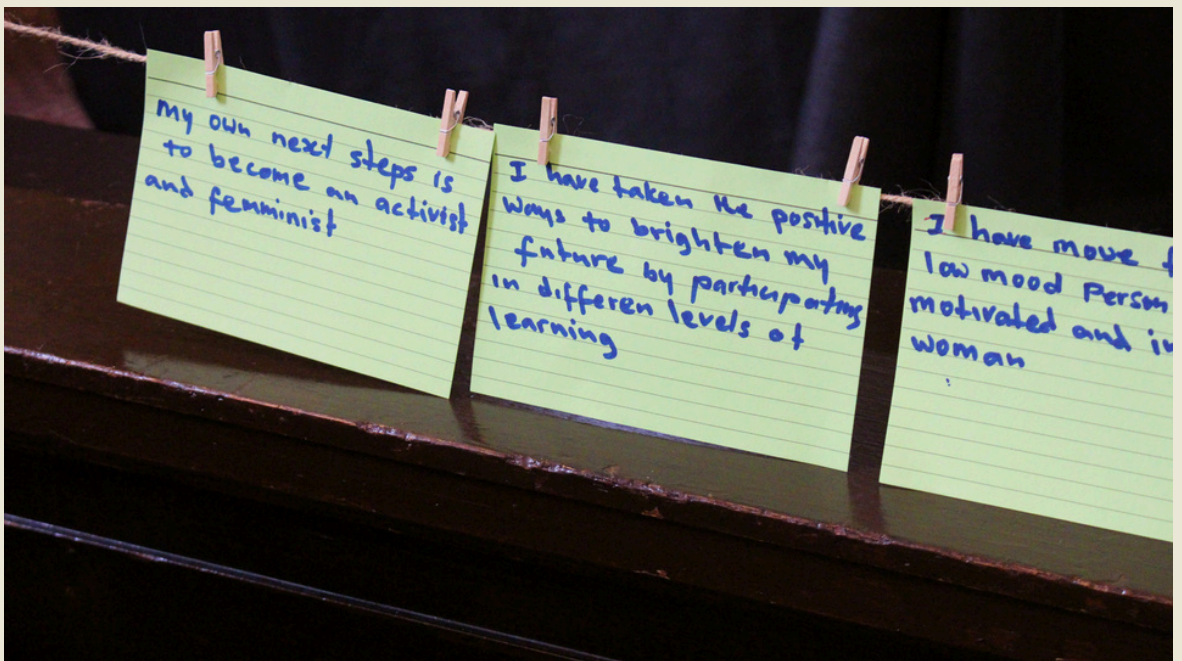
"[since the training] I'm a lot more confident in what I do because I know that I do have those skills and I'm able to use that little bit of information [about how differently people approach job descriptions] to kind of propel myself forward."

She told us that the project was "refreshing" and opened her eyes to other people's barriers, as well as her own:

"hearing from people who are single parents about the barriers that they face [...] was a very eye-opening experience."

For Claire, the most valuable part of undergoing a project like this in the workplace was how it enabled open and honest conversations that staff otherwise would not have had the opportunity to have. They were able to cathartically talk about often negative experiences in a safe space, and have others recognise these as valid.

"I remember on the days that we had the trainings, those conversations carrying on when we were at lunch or across the next few days [...] people saying 'you know I hadn't realised x, y, z, but I'm going to take that forward, I'm going to change the language I use, make sure it's not too gendered' [...] ultimately I feel like the project had a really wonderful impact on the community at CodeClan."



THANK YOU

Our heartfelt thanks to everyone who supported our work (January 2023-March 2024) including:

- The Pump House Trust
- Joseph Rowntree Charitable Trust
- Scottish Government
- Inspiring Scotland
- Advice Direct Scotland
- YouthLink Scotland
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We'd also like to thank our generous and loyal supporters who have given donations throughout the year, from birthday fundraisers, to programme alumna paying it forward, to mothers donating on behalf of their daughters, your support means the world to us!

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