



Salamander Trust
TRANSFORMING THE WAY WE THINK ABOUT HIV

Annual Report 2015–2016



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Welcome back!

We are very glad to present our annual report for April 2015 to March 2016.

This has been yet another full on year.

Last year, in the trustees report in our annual accounts, we said:

We plan the following for 2015–16:

- ▶ On-going development of the *Stepping Stones with Children* programme.
- ▶ Development of peer-review articles for publication in major international AIDS journals, based on the WHO global survey findings. This is in order to ensure that the results from this survey are recognised as formal evidence of the extent to which women living with HIV experience gender-based violence and mental health issues subsequent to diagnosis. It is also to ensure that the participatory methodology created for this study is formally recognised as an acceptable and valuable research methodology.
- ▶ On-going development of the UN Women and UNAIDS (HEARD) programmes.
- ▶ We plan to continue with the UNAIDS-funded participatory film-training project, in Namibia.
- ▶ We plan to continue to promote our work and the issues we address through other fora, including openDemocracy.

We are glad to report that in 2015–16 we have achieved all these plans and more.

Our work this year, as always, is thanks to the huge efforts of many extremely dedicated people. It is a huge privilege to work with such special people around the world and to showcase their work in these pages.

This report will show you the nature and extent of what we have achieved over the year, across our diverse programmes. We have continued to use advocacy, research and training to improve awareness, understanding and skills to improve gender equality, sexual and reproductive health and human rights in the context of HIV around the world.

Salamander Trust's objects

Salamander Trust is both a charity and a company limited by guarantee. Its objects are:

- 1. The promotion and protection of good health in particular but not exclusively amongst those marginalised by societies worldwide as a result of their gender, HIV status or sexual or reproductive health by:**
 - (a) Conducting research and disseminating the useful results of that research
 - (b) Increasing awareness and understanding amongst health professionals, service providers and the public of:
 - (i) the impact of HIV on the general health of women and children
 - (ii) the HIV prevention, treatment, care and support continuum
 - (iii) the advantages of multi-sectoral and participatory approaches to HIV, sexual health and development
 - (c) Providing training and developing training tools to strengthen services and support to women living with HIV.
- 2. The promotion of human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by:**
 - (a) Conducting research into human rights issues and disseminating the useful results of that research;
 - (b) Raising awareness of human rights issues, in particular where they arise from HIV and AIDS policies;
 - (c) Promoting public support for human rights.

In furtherance of that object but not otherwise, the trustees shall have power:

To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carried out its objects.

We confirm that all our activities are in line with these objects.

Summary of our activities

We describe in the table on the next page how much training, research and advocacy are involved in all the different programmes in which we are currently involved.

As explained last year, we see all three areas of our work as of huge importance. Through our training work, we try to learn about and connect with local realities. It is from communities that we learn about the day-to-day challenges people face and amazing resilience and fortitude they possess. Communities are also where our training materials are intended for use, to support individuals, their peers and others in their communities to develop a “critical literacy” around the issues that they face, within a broader global context. Next, global policy makers are the audience towards whom our advocacy work is addressed, based on the lived realities of the same community members. Our research for and with UN entities with community-based individuals and organisations is the glue that links communities’ realities to global processes and vice-versa. We call this on-going process of linkages between global policies and local realities ‘glocalisation’.

This year once more we guide you through our different areas of work in turn, so that you can learn more about: our on-going projects; our new projects; our one-off events; and also our global advocacy work through our articles in openDemocracy. We always welcome our readers’ feedback and hope you enjoy the read.



Activities 2015–16

ACTIVITY	TRAINING	RESEARCH	ADVOCACY	SOURCE OF FUNDS
1. STEPPING STONES				
<i>Stepping Stones with Children</i>	90%	10%		Comic Relief
Revision, updating and combining of <i>Stepping Stones</i> and <i>Stepping Stones Plus</i>		100%		Voluntary work and Salamander general funds
<i>Stepping Stones</i> communications	50%		50%	Comic Relief and Salamander general funds
2. OTHER ON-GOING PROJECTS				
WHO SRH and Human Rights Global Survey of women living with HIV		70%	30%	Voluntary work and Salamander general funds
UN Women Global HIV treatment access review for women living with HIV		100%		UN Women
UNAIDS GBV/HIV Linked Intervention Project		100%		UNAIDS
Mama's Club Uganda film training project	75%		25%	UNAIDS
Namibia Women's Health Network film training project	75%		25%	UNAIDS
3. NEW PROJECTS THIS YEAR				
4M: 'My health, my choice, my child, my life' peer 'mentor mother' training project	100%			MAC AIDS Fund
Dissemination of Positively UK <i>Rights, Camera, Action</i>			100%	ViiV
4. PRESENTATIONS				
IATT-emtct webinar (April)			100%	Voluntary
Launch of State of the World's Fathers report, Houses of Parliament (June)			100%	Voluntary
UN Women panel, IAS conference, Vancouver (July)			100%	UN Women
WHO panel at FIGO conference, Vancouver (October)			100%	Voluntary
UN Women meeting NYC (February)			100%	UN Women
5. GLOBAL ADVOCACY THROUGH ARTICLES				
openDemocracy articles	20%		80%	openDemocracy and voluntary

1. Stepping Stones activities

Key Salamander Associates for this project this year:

Gill Gordon, Principle Researcher; Sue Holden, Project Manager; Florence Kilonzo, Project Advisor; Dr Kato Nkimba, M&E consultant; Nell Osborne, Communications Coordinator; Laura Pulteney (from March), Communications Intern.



A) STEPPING STONES WITH CHILDREN

The biggest project of the year has continued to be the on-going work on the *Stepping Stones with Children* programme. As we explained last year, we have now entered into partnership with the leading international publishing house on development in general, Practical Action Publishing, in order to maintain the high quality of publication that we enjoyed with Strategies for Hope Trust.

This year, our partner in Dar es Salaam, Tanzania, PASADA ran full *Stepping Stones with Children* workshops in four communities, covering all sessions of the manual and including baseline, midline and endline evaluation activities. Key findings from our monitoring and evaluation (M&E), which indicate that the workshops did achieve their intended outcomes, are in the process of being analysed. Below appear some quotes from respondents:



Children

“My father is now completely changed. When he had money, he wouldn’t buy us anything we need in our lives — like, a school uniform or something of the sort. He would always say ‘I don’t have money’. But he told me himself, ‘My child, I now realise I wasn’t fair to you. I was really denying you your rights.’” OLDER GIRL, MUKURANGA

“My caregiver was in the habit of using abusive language. After these sessions, she has changed so much. She no longer insults us. She now calls us by our own names — not as in the past, when she would call each one of us by a name of an animal.” YOUNGER CHILD, MUKURANGA

“This lesson has stirred up the memories I have of my mother. I have cried a lot. If she had lived, I wouldn’t have suffered like this. But I’m very grateful to my grandmother for all the support she gives me. I’m also grateful to PASADA for these sessions.” OLDER BOY, MUKURANGA

“Before the training my mother had not told me I was HIV positive but I had fears. I was happy when she told me the truth. So I told her to advise her friends to do the same with their children ... I was very happy during the training because I was with my friends. We all worked together in peace and loved being with each other.” OLDER BOY, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM

“My granny used to call me every day to take my medication, but I didn’t know what the medication was for, until the day when we went for the

‘Stepping Stones’ training, when she told me I was living with HIV. I am happier now to know the truth that I am HIV positive.” OLDER GIRL, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM

“At the training I realised I wasn’t alone in that situation as there were many other children.” YOUNGER BOY, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM

“Before the training, I had lots of fears, especially about the medication I’m taking. I learnt more about it during the training and now I’m fine about it ... I got so much from the training. It has completely changed my life.” OLDER BOY, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM

“I’m happy that my parents informed me because before I didn’t know I was living with HIV. I’m happy now to know my HIV status. I’m so happy to be one of the children who went to the ‘Stepping Stones with Children’ training, because it has helped me so much to change my ways of being and thinking. Now I am able to share the knowledge I have with other children.” OLDER GIRL, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM

Caregivers

“When one caregiver learnt that she and her child were both living HIV, she thought it in her interest to take poison to end both her life and that of her child. This was because of all the stigma and discrimination she had to contend with. On second thought however, she decided to confide in a priest. The priest talked to her and recommended

her for professional help. She was counselled and enrolled on ARV treatment. Since then, she and her child have been doing well. **FACILITATORS JOURNAL ENTRY, CAREGIVERS, KAWE**

“Caregivers said they would do their best to support those children facing problems so that they too can in turn be courteous and kind to others. They were determined to communicate more respectfully and constructively to their children so that they too can influence others positively. One caregiver said she would share her knowledge with others around her to encourage good behaviour that children can follow.” **FACILITATORS JOURNAL ENTRY, CAREGIVERS, KAWE**

“Before the training, to give my son medicine was so difficult, because he was asking ‘Mummy, why am I taking always medicine?’, and I didn’t know how to disclose that we are HIV. We learnt to explain to our kids clearly without going round, and explaining clearly why we are taking that medicine.” **ELLY, CAREGIVER, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM**

“I’m very happy. I’m very happy.” **DR BERNARD MDENDEMI, MALE CAREGIVER, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM**

“Before the training she used to be so lonely and would never go to play with others. But since she attended the training she is now able to go out and join other children ... I feel happy and at peace now. Before the training I used to beat my children. Now I don’t do it any more and I feel happy ... During the training we learnt that life is like a road with ups and downs. Looking at the ‘Tree of Life’ was a very helpful exercise. I gained a lot from it.” **OLDER CAREGIVER, STEPPING STONES WITH CHILDREN DOCUMENTARY FILM**

We chose on purpose *not* to use HIV status disclosure to children as an indicator for this programme, because we believe in the importance of supporting caregivers to make their own best judgment about if and when this should happen, rather than their feeling forced into this. Nonetheless, there have been several responses which indicate that this has taken place. Here are some quotes from PASADA counsellors and the Medical Director referring to this.

Counsellors

“Parents have reported that school attendance has improved as the result of improved health condition of many children due to increased adherence.”

“Following the training and increased disclosure, parents have assumed their new role of supervising the children taking ARVs as opposed to the past when they had no guts of pressuring them to

correctly take medications as children used to react saying “I am tired of taking medications” as they did not know why they were taking medications. Some children have reported of being the champions of reminding their parents living with HIV about taking medications on time.”

“I have also observed that increased disclosure has also increased number of children enrolled in the support clubs of children living with HIV at PASADA which was not possible before the training.”

“In the past parents did not value the advantages of joining the child support clubs but now they do. After the end of the training I have enrolled 20 new children into the clubs.”

“The training has freed families from the limbo of fear and anxiety. Many families with children living with HIV tried every means possible to prevent their children from knowing. After the training many parents living with HIV are open to their children and children know their statuses and there is shared encouragement and reminder on timely use of ARVs.”

“I have stopped domineering the counselling session when counselling children; I give them chance to talk.”

“It is strange; parents currently are no longer suspicious about me when they see me talking with their children. In the past they were so worried when seen me talking with their children lest I tell them that they have HIV.”

“A number of parents have been frequenting counselling offices thanking the counsellors for the changes they are seen in their children.”

Medical staff

“I found it very hard to treat children who were not aware of their HIV status. It was difficult to make treatment and follow up plans. The increased disclosure has tremendously improved child management plan.” **DR HENRY MWIZANDURU, HEAD, PAEDIATRIC UNIT, PASADA**

The Stepping Stones with Children documentary film can be viewed [here](#).

Salamander Trust Associate Nell Osborne created a bespoke animated film about the *Stepping Stones with Children* package to explain why, how and for whom it was developed. This was intended to give organisations a brief overview of the project. We created two versions, one in English and one in ki-Swahili. Both versions feature voice-overs by Salamander Associate Angelina Namiba. These and all the films made by the children and caregivers, as well as the documentary film made by the film-maker and trainer, Dominique Chadwick, can be viewed [here](#).



Nell wrote and designed a handbook to accompany the *Stepping Stones with Children* films. (As well as being available online, the films also appear as a DVD in the back of the manual.) The handbook explains the participatory methodology, as well as each of the films. It was designed so that, alongside the films, it can be used as an interactive training resource. It can be accessed by contacting us.

Nell also finalised the design of the *Stepping Stones with Children Facilitators' Monitoring and Evaluation Journal*, developed by Sue Holden, to accompany the *Stepping Stones with Children* package.

We finished the long process of finalising the *Stepping Stones with Children* materials (manual, counselling guide, facilitators' journal and DVD) in both English and ki-Swahili, and received the first copies of them, just in time for our inaugural training of facilitators' workshop, held in Dar es Salaam in March.

PASADA also trained all its counsellors in working with children and caregivers, and orientated its community counsellors in how to vary their approach when talking with children rather than adults.

Senior PASADA Management and Board Members, trainers and participants at the end of inaugural *Stepping Stones with Children* workshop, hosted by PASADA in Dar es Salaam, Tanzania, together with guests from the Ministry of Health.



“AIDS is about social justice. We cannot achieve our goals to end AIDS by 2030 until we meet the needs of the most vulnerable in society, often children and adolescents who are living with HIV and those affected by the virus. *Stepping Stones with Children* provides a way that communities can support and nurture these children and build their resilience. This is what we must do first – care for the most vulnerable.”

MICHEL SIDIBÉ, EXECUTIVE
DIRECTOR OF UNAIDS

Finally PASADA co-hosted the first training of facilitators training, in Dar es Salaam in March 2016, with support from Salamander in the UK. 30 participants from Uganda, Kenya and Tanzania gathered for the intensive two-week residential workshop. These included some long-term self-employed trainers in the original *Stepping Stones* programme, who wanted to learn how to use the new manual. They were joined by some younger, less experienced facilitators and trainers. Staff came from ACORD in Kenya, Tanzania and Uganda; and from the Institute of Preventive Health in Kenya. Altogether, 30 participants were welcomed from the three countries. The programme trainers were Salamander Trust Associates Gill Gordon (lead author and lead trainer) and Florence Kilonzo (co-author); Kimara Peer Associates trainers (and manual co-authors and translators) Pfiiraeli Kiwia and Wilbrord Manyama; PASADA *Stepping Stones* Programme Manager (and co-author) Nelson Chiziza and counsellor Elisius Mkolokoti and Alice Welbourn. A full report of the training appears in a [newsletter](#), published in September 2016. Some of the trainee facilitators are now forming themselves into national training teams to further the use of *Stepping Stones with Children*, and to create local networks for sharing experience.

B) THE REVISION OF *STEPPING STONES* AND *STEPPING STONES PLUS*

November 2015 marked the 20th anniversary of the launch of the original *Stepping Stones* programme. It was originally published by Glen and Alison Williams of [Strategies for Hope Trust](#), but they have now retired after 27 years of extraordinary production of materials.

“As no other guide, *Stepping Stones* and *Stepping Stones Plus* promotes dialogues and understanding between men and women and the different generations: it shows the route to equality. If we can just get this approach fully implemented around the globe, the world would be a better place!”

DOORTJE BRAKEN, SENIOR
ADVISER ADOLESCENTS, GENDER
AND RIGHTS, INTERNATIONAL
PLANNED PARENTHOOD
FEDERATION

As a part of our new partnership with Practical Action Publishing, it was decided that we would wholly revise, update and combine the original *Stepping Stones* and the supplement, *Stepping Stones Plus* into one new volume, to be published alongside *Stepping Stones With Children*. This was undertaken by Alice Welbourn with huge support from several key individuals, including Nell Osborne, Sophie Dilmitis, Angelina Namiba, Fiona Hale, Aislinn McNamara, Sue Holden and Gill Gordon.

The original *Stepping Stones* and subsequently *Stepping Stones Plus* were manuals that grew out of a need to counter the prejudice and fear surrounding HIV, and to foster strong and mutually respectful positive relationships, free from violence. Today, people with HIV can live long, healthy and productive lives as long as they have access to medication when they need it, combined with care, love, respect and support. These last four elements are still needed more than ever in order to support people with HIV to stay healthy, safe and well.

Our [recent research](#) for WHO (see section 2A) has shown clearly that violence against women not only increases women’s vulnerability to HIV by a factor of 1.5, but also increases hugely for many women living with HIV after diagnosis. Whilst some women experience intimate partner violence for the first time upon diagnosis, women who have experienced it already may find that it increases. Many women also experience gender-based violence from wider family members, neighbours, the workplace, faith groups and healthcare settings after diagnosis. So this is what our new and revised programme, designed for adolescents of around 15 years upwards, and adults, seeks to address.

C) STEPPING STONES COMMUNICATIONS

i. THE STEPPING STONES COMMUNITY OF PRACTICE (COP)

Our *Stepping Stones* Community of Practice (COP) continues. However, we have been disappointed to see membership numbers shrink to 766. This is because we are developing a more accurate means of keeping our database up to date. Moreover we realise that, over the years, quite a few members have been made redundant or have moved on to work in other organisations. (We have learnt this from our COP digital database, Mailchimp, which deletes email addresses that are no longer functioning. By contrast, we have had extremely few members actively unsubscribe from the database over the years.) This is a sad reflection of the current immense funding challenges facing many organisations working on HIV, as reflected in a recent report by the Kaiser Family Foundation and UNAIDS. Similar challenges also face organisations working on women's rights, as recently outlined by the Association for Women in Development. We have heard of organisations having to make whole teams of well-trained and experienced trainers and facilitators redundant as the project funding comes to an end, so they can no longer be employed.

In future, we seek to overcome this challenge of losing members through asking them to provide us with longer term email addresses, so that we can stay in touch with them – if they want to – irrespective of their organisational email becoming defunct.

ii. STEPPING STONES WEBSITE

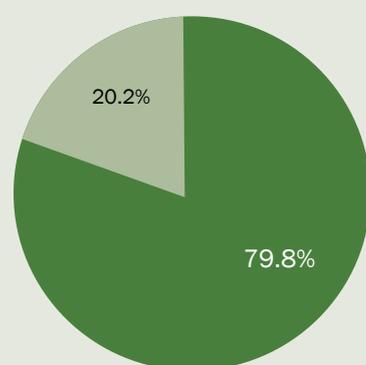
Website traffic for the *Stepping Stones* website (www.steppingstonesfeedback.org) remained at similar levels to the previous year. We received over 500 visitors to our website per month.

Compared to the previous year, the website had a slight drop in overall new visitors. However, those people that accessed our website have viewed more pages and stayed on the website for 27.3% longer, compared to the previous year. This indicates that they are using our resources in further depth. Furthermore, our number of returning visitors increased, 20.2% compared with 15.7%, and our bounce rate (people who leave after visiting only one page of the website) decreased by nearly 10%. Overall, visitors to the site engaged with our resources in a more thorough and sustained way.

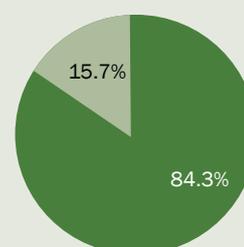
The top five countries that accessed our website

1. UK
2. USA
3. South Africa
4. Mexico
5. India

1 April 2015–31 March 2016



31 March 2014–1 April 2015



■ New visitors
■ Returning visitors



Read below to see how *Stepping Stones with Children* is helping male and female care givers to establish strong, loving connections with the children they care for.

Men and Boys as Part of the Solution

iii. NEWSLETTERS

Stepping Stones Newsletters are sent out to our Community of Practice members via our MailChimp digital database.

We produced one major newsletter in February 2016, entitled *Stepping Stones Newsletter: Men and Boys*. It was created to encourage organisations to engage men and boys in their gender programmes. It included links to key relevant research and resources.

It had a good open rate – 22.2% for our list of *Stepping Stones* ‘field users’ and 31% for our manual sign up contacts. This compares to an industry average of 21%.

iv. TWITTER ACCOUNTS

We have also seen a steady growth in our twitter accounts, @SteppingStonesFeedback and @SalamanderTrust. With the appointment of Laura Pulteney on 1st March as the new Communications Assistant Intern, we plan a steady growth in our use of twitter as well as other social media.



D) OTHER STEPPING STONES-RELATED NEWS

In September 2015, the Coalition of Women Living with HIV and AIDs (COWLHA) released a new in-depth evaluation of COWLHA’s three-year project, “Leveraging Positive Action towards Reducing Violence against Women Living with HIV.” COWLHA’s project has been running from September 1, 2011 to August 31, 2014. It was funded by United Nations Trust Fund to End Violence against Women.

The goal of the project has been ‘to prevent intimate partner based violence for women living with HIV and create an enabling environment for the promotion of women’s rights’. The initial 2012 baseline study on intimate partner violence (IPV), conducted by COWLHA, showed high levels of IPV amongst COWLHA members. This was reported to result in poor mental health, poor treatment initiation and problems with treatment adherence, amongst other challenges. An adapted version of the *Stepping Stones* training programme was used by COWLHA as a key strategy in its project. The project worked with women living with HIV who are members of COWLHA and their partners.

“The beneficiaries were able to highlight that the project, especially through the *Stepping Stones* methodology enabled couples to open up on issues that trigger violence within the setting of their intimate relationships. Among the triggers of violence discussed by project beneficiaries were multiple sexual partners which was reported to be largely practised by men. The project enabled couples to discuss why men in particular leave their partners in search for sex elsewhere. Hence, the *Stepping Stones* methodology enhanced communication among men and women in order for them to take responsibility on their roles and responsibilities in relation to multiple sexual partners and the resultant violence particularly towards women. From the perspective of the beneficiaries, the project was effective in addressing the root causes of having multiple sexual partners and [violent] intimate partner relationships resulting from it.

In addition to the improved communication among couples, the beneficiaries also highlighted a reduction in alcoholism particularly among men which was also reported as a trigger of violence in some relationships.”

The report showed that *Stepping Stones* training led to a reduction in the incidence and prevalence of intimate partner violence, improved communication among couples and a reduction in alcohol use (also reported as a trigger for violence within relationships). The report also showed an increased number of men feeling prepared to be tested for HIV and starting adhering to treatment, if they tested positive.

The programme achieved marked consistency of effective scale-up – reaching COWLHA members and their partners in 144 communities across 12 provinces of Malawi. COWLHA is to be congratulated for this, since scale-up can often result in programmes being watered down and their effectiveness consequently suffering.

The full evaluation report can be read in full [here](#).



“A lot of women have been chased out of their matrimonial homes because they had been found to be HIV positive. But now this is no longer the case.”

Health Surveillance Assistant in Malingunde James Chadza also observed that there has been an increase in HIV testing as a result of sensitisation that had come through *Stepping Stones* training in the area.

“Now men come with their wives for HIV testing. In the past a lot of men used to shun HIV testing. If I am to go into our register book you will notice that there used to be a lot of women names. But now things have changed, men names are also appearing in large numbers”.

COWLHA EVALUATION REPORT 2015, PAGE 43.

2. Other on-going projects

A) WHO – GLOBAL STUDY ON THE SEXUAL AND REPRODUCTIVE HEALTH AND HUMAN RIGHTS OF WOMEN LIVING WITH HIV



We are delighted that this last year we managed, on an almost wholly unpaid basis, to have four peer review journal articles published, based on the findings of the global values and preferences survey that we conducted. Since January 2015, the core team members (Luisa Orza – lead researcher and report author, Professor Susan Bewley, Tyler Crone, Marijo Vazquez and Alice Welbourn) together with several Global Reference Group members, worked on a voluntary basis to produce four articles for peer-review journals out of the report. Thanks also to Carmen Logie, who provided valuable statistical analysis for our mental health article.

The four peer-review journal articles are as follows:

1. Orza L, Bewley S, Chung C, Crone E, Nagadya H, Vazquez M et al. **“Violence. Enough already”**: findings from a global participatory survey among women living with HIV. *Journal of the International AIDS Society* [Internet]. 2015; 18(Suppl 5). Available from: www.jiasociety.org/index.php/jias/article/view/20285
2. Orza L, Bewley S, Logie C, Crone E, Moroz S, Strachan S et al. **How does living with HIV impact on women’s mental health? Voices from a global survey.** *Journal of the International AIDS Society* [Internet]. 2015; 18(Suppl 5). Available from: www.jiasociety.org/index.php/jias/article/view/20289
3. Narasimhan M, Orza L, Welbourn A, Bewley S, Crone T, Vazquez M. **Sexual and reproductive health and human rights of women living with HIV: a global community survey.** *Bulletin of the World Health Organization*. 2016;94(4):243-249. www.who.int/bulletin/volumes/94/4/14-150912.pdf
4. Namiba A, Orza L, Bewley S, Crone E, Vazquez M, Welbourn A. **Ethical, strategic and meaningful involvement of women living with HIV starts at the beginning.** *Journal of Virus Eradication* [Internet]. 2016 [cited 10 May 2016]; 2:110-111. Available from: http://viruseradication.com/journal-details/Ethical,_strategic_and_meaningful_involvement_of_women_living_with_HIV_starts_at_the_beginning/

We have also had several other products from this survey.

- ▶ Five of us (Tyler Crone, L’Orangelis Thomas, Florence Anam, Cecilia Chung and Alice Welbourn) presented the survey findings at the FIGO (International Federation of Gynaecology and Obstetrics) conference in Vancouver in October 2015. To access our presentation, please click [here](#).
- ▶ Salamander Trust Associate Marijo Vazquez translated the whole survey report. This was generously funded by UNDP Latin America, courtesy of Alejandra Trossero. Marijo also kindly translated, on a voluntary basis, the two articles published in the *Journal of International AIDS Studies* into Spanish. All the translations are available [here](#).

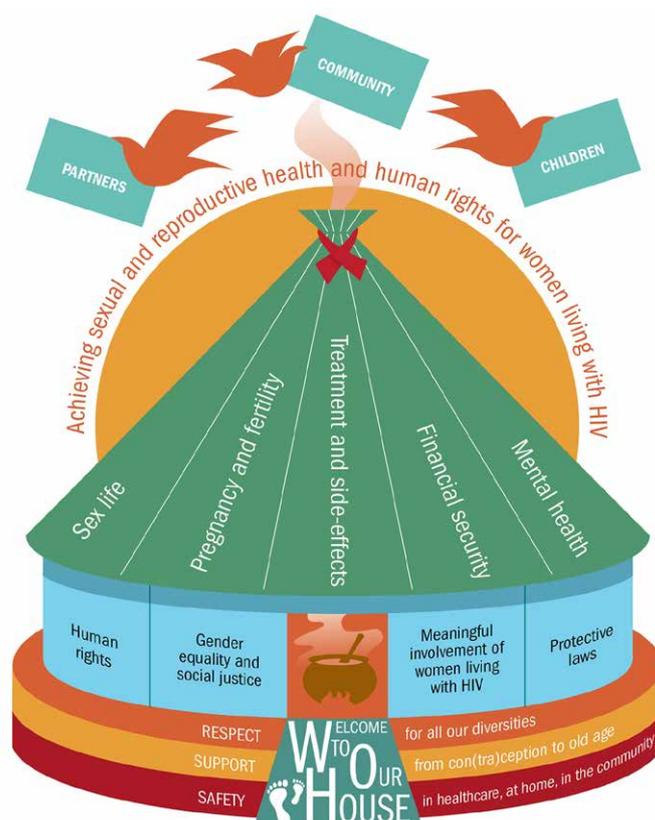
- ▶ Our partner Dinys Luciano of Development Connections generously suggested that she host a webinar in Spanish for us, so that we could disseminate the survey to Latin American and other Spanish speaking colleagues. This webinar was kindly funded and chaired by Alejandra Trossero of UNDP Latin America region. Speakers included Global Reference Group (GRG) members Violeta Ross of REDBOL Bolivia and L'Orangelis Thomas of Red de Jóvenes Positivos de América Latina y el Caribe, Puerto Rico; Hilda Esquivel of ICW Latina and Salamander Associate and survey core team member Marijo Vazquez of Spain.
- ▶ The Russian language version of the survey questionnaire was used in Ukraine to learn more about SRHR issues facing women living with HIV there. This research was led by GRG member Sveta Moroz. It was the first survey conducted by women living with HIV in Ukraine.
- ▶ With kind funding from EVA Network, the Russian language data were analysed by Luisa Orza and presented by Becky Perkins of EVA on behalf of Alice Welbourn (who was unable to travel owing to visa delays) at the Eastern Europe and Central Asia AIDS Conference in Moscow in March 2016. (See 3G).
- ▶ With kind funding from Sophia Forum, the UK-based responses were analysed by Luisa Orza and submitted as an abstract to the annual British HIV Association Conference. The abstract was accepted as a poster for the conference, held in April 2016 and we will present this in next year's annual report.

Some of these articles and presentations can be found here: <http://salamandertrust.net/project/salamander-trust-survey-sexual-reproductive-health-human-rights-women-living-hiv/>

The survey findings are also being analysed by WHO as part of the process of writing the new guidelines on the sexual and reproductive rights of women living with HIV. There will be more about this in our next annual report.

For the background to all these events, please see last year's annual report.

Illustration used in the survey report to describe the inter-connectedness of findings.



B) UN WOMEN – GLOBAL HIV TREATMENT ACCESS REVIEW FOR WOMEN LIVING WITH HIV.

The Core Team for this UN Women research:

ATHENA Network: Emma Bell, Luisa Orza, Tyler Crone, Calorine Kenkem, Luisa Orza, Jacqui Stevenson

AVAC: Emily Bass, Kevin Fisher, Nasra Aidarus

Salamander Trust: Liz Tremlett, followed by Sophie Dilmitis; Alice Welbourn

Global Reference Group: Souhaila Bensaid (Tunisia), Cecilia Chung (USA), Sophie Dilmitis (Zimbabwe), Pooja Kumwar (Nepal), Rebecca Matheson (Australia/Kenya), Sveta Moroz (Ukraine), Suzette Moses-Burton (St. Maarten/Netherlands), Hajjarah Nagadya (Uganda), Daisy Nakato (Uganda), Silvia Petretti (UK), Gracia Violeta Ross (Bolivia), Sophie Strachan (UK), Martha Tholanah (Zimbabwe), L'Orangelis Thomas (Puerto Rico).



BACKGROUND TO THIS REVIEW

This is the second of three ongoing research projects which Salamander Trust (with the ATHENA Network and other, different partners) is conducting with different UN agencies.

In March 2014, UN Women issued a request for proposals for this review. Salamander Trust, together with ATHENA Network and AVAC, submitted our joint proposal for this research in late April 2014. In late June we learnt that our bid for this research had been successful.



For details of the first stage of this review, please read the relevant section in last year's annual report.

In July 2015, we had a poster about our participatory methodology for this review accepted for the International AIDS Conference in Vancouver.

At this conference we also had a panel about the review, hosted by UN Women for which we produced a slide presentation and a four-page 'knowledge document', outlining the findings at that stage of the review. The presenters on this panel, which was chaired by Nazneen Damji of UN Women, were ICW Global International Chair Martha Tholanah, Dr Tamil Kendall of the Ministry of Health British Columbia, Lillian Mworeko, Coordinator of ICW East Africa and Alice Welbourn.

All these documents can be accessed on the following webpage: <http://salamandertrust.net/project/global-treatment-access-review-women-living-hiv/>



In January 2016, we submitted the final version of the first phases of the report, compiling the findings from the literature review and the community dialogues, to UN Women.

This project has since continued, with AVAC now taking the lead in conducting more in-depth country case studies in Zimbabwe, Uganda and Kenya.

We will feed back more on this review process in our next annual report.

C) UNAIDS – APPLIED RESEARCH SERVICES ON INTER-LINKAGES BETWEEN GENDER-BASED VIOLENCE AND HIV

Our partners for this UNAIDS research:

AIDS Legal Network; ATHENA Network; HEARD, University of KwaZulu Natal; Project Empower.

Global Reference Group:

Betty Kwagala (Uganda), Clara Banya (Malawi), Elizabeth Akinyi (Kenya/South Sudan), Feli Lalrintluanga (India), Jeni Gatsi Mallet (Namibia), Martha Tholanah (Zimbabwe), Phelister Abdalla (Kenya), Silvia Petretti (UK), Steve Letsike (South Africa), Leigh Anne Van Der Merwe (South Africa), Inviolata Mmbwavi (Kenya).



Our third research project with a UN agency is the work commissioned by UNAIDS. This research, co-led by Alice Welbourn and Samantha Willan of HEARD at the University of Kwa-Zulu Natal (replaced by Andy Gibbs in June 2015), includes project partners ATHENA Network, AIDS Legal Network and Project Empower. The project is designed to support community-based organisations (CBOs) to implement programmes linking gender-based violence and HIV. One key output of the project has been the creation of a ‘framework document’ which guides CBOs and NGOs through a step-by-step process to develop with community members projects which effectively address both HIV and violence against women.

For a background to this research project, please see our previous annual report.

During the year 2015 to 2016, we developed the initial framework document. This was shared and used as the basic framework for a workshop, organised by Project Empower on behalf of us all, in Johannesburg in June 2015. This brought together partner CBOs and research organisations from Kenya, Zimbabwe, South Africa, South Sudan and India, together with all our respective UNAIDS colleagues. We subsequently revised the framework document on the basis of feedback from these organisations. Meanwhile, we supported the organisations to develop their own action research agendas, based on the framework, with funding from UNAIDS. Salamander was responsible for offering technical support to COWLHA in Malawi, and SAfAIDS, its partner research organisation there. This technical support was provided by Salamander Associate Sophie Dilmitis, with additional support from Alice Welbourn.

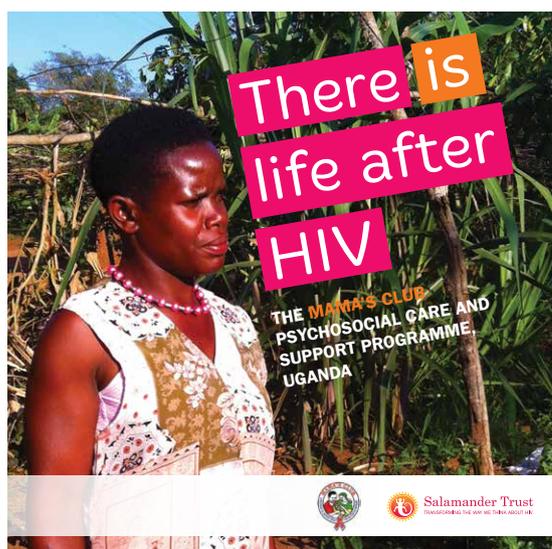
After 31 December 2015, owing to various delays in project progress which were beyond everyone’s control, a no-cost extension was requested from UNAIDS. This no-cost extension was finally granted in October 2016. More will be reported on this project in our next annual report.

To read more about this project, please click here: <http://salamandertrust.net/project/research-interlinkages-gbv-hiv-un aids/>

D) UNAIDS – FILM TRAINING PROJECTS IN UGANDA AND NAMIBIA

About our participatory film training workshops

From August 2014, Salamander Trust has been undertaking a film training and documentary programme, funded by UNAIDS, to showcase the extraordinary grassroots leadership of women living with HIV in Uganda and Namibia, in an effective response to gender-based violence and HIV in Africa. This programme was designed to support women to utilise film-making techniques for advocacy and capacity building. Many thanks to UNAIDS for their generosity in funding this whole film training programme.



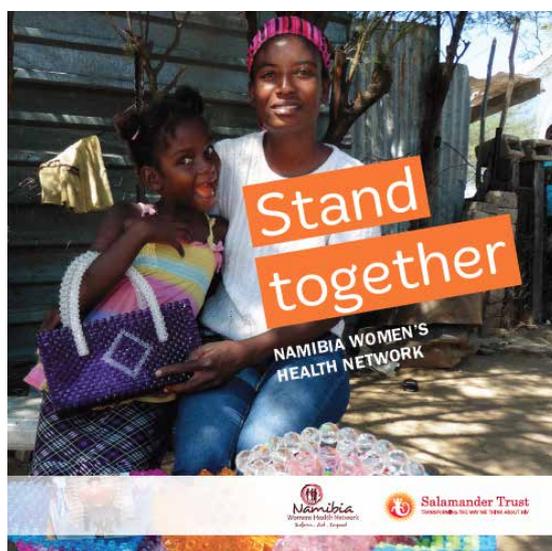
There is life after HIV: The Mama's Club Psychosocial Care and Support Programme, Uganda

During September and October 2014, Salamander Trust and Mama's Club held two participatory film-making workshops with women who are members of peer support networks, including women from Mama's Club, the International Community of Women Living with HIV (ICW) East Africa and National Forum of People Living with HIV/AIDS Networks in Uganda (NAFOPHANU). The training

workshops were led by the social researcher and film trainer, Dr Dominique Chadwick of Social Films, supported by Nell Osborne for Salamander Trust.

The four participatory films represent the personal experiences of the participants in relation to HIV, gender-based violence, motherhood, sexual and reproductive health and rights, and livelihoods.

Carrying on from last year, when we held the training, this year we finalised our films made in Uganda onto a DVD with an accompanying handbook. This is entitled 'There is life after HIV, Mama's Club, Uganda'. We sent 200 copies of these DVDs and handbook to Mama's Club in Uganda.



Stand Together: Namibia Women's Health Network

The Namibia Women's Health Network, led by Salamander Trustee Jenifer Gatsi, has overcome huge challenges in relation to the rights of women living with HIV in Namibia. They had the courage to take the Namibia Ministry of Health to court over its forced and coerced sterilisation of women living with HIV. Women in Namibia also face other challenges such as property grabbing when they are widowed. These are just two of the topics addressed by the women film-



makers in the participatory films which they were trained to make, by film-maker and trainer Dominique Chadwick of Social Films, with support from Aurelie Boas.

In April 2015, Dominique and Aurelie worked with the women in Namibia, to train them in film-making. Altogether, the women made five films. On their return to the UK, Nell supported Dominique to finalise the compilation of the DVD of these films. The DVD also includes a documentary, made by Dominique, which explores the impact of NWHN and the participatory films made by the members of the network. The DVD is presented in a handbook created by Nell, with guide notes to discuss the topics in the films and to explore the issues further.

Launch event in London

In December 2015, Salamander Trust

held a film-screening event to showcase the participatory films we created in Uganda and Namibia. This was well attended by an appreciative audience. Several women living with HIV who attended the event commented on how similar their own experiences had been to those highlighted in the films from both countries. Our thanks to Christian Aid who kindly offered us space to hold the event in London.

Webinars

We were also given permission by UNAIDS to use a small amount of surplus funding to hold three webinars (one of which was in Spanish) to disseminate information about our innovative approach to participatory film trainings. We started to prepare for these webinars in February 2015. Dynys Luciano of Development Connections kindly offered to host the webinars for us.

Nell designed infographics to be released alongside the webinars. We also created PowerPoint slides to act as visual aides for the presentations of each speaker.

For more information about the film-training project, please click here: <http://salamandertrust.net/project/capacity-building-leadership-gender-based-violence-participatory-film-project/>



We will share more information about these webinars in next year's annual report.

Mama's Club is a psychosocial support group for young women living with HIV, providing peer-to-peer support for women living with HIV who are pregnant, who are breastfeeding and who have infants up to three years of age.

Mama's Club works in 22 regions in Uganda. It is an organisation led by women living with HIV for women living with HIV.

Salamander Trust, Mama's Club & film-trainer Dr Dominique Chadwick of Social Films worked on a film-training and documentary programme to showcase the extraordinary grassroots leadership of women living with HIV in an effective response to gender-based violence, motherhood, sexual and reproductive health and rights, and livelihoods, in Uganda.

younger women **older women**

Participants shared stories about the impact of HIV and gender-based violence in their own lives. During a group process of discussion, two stories were picked for each group of 8 women.

They were trained in basic film making techniques. They used a simple FLIP video camera.

They were trained to storyboard their film and organise each shoot with the participation of local members of the community as actors. They were also trained in these groups to edit their own films.

Most women had never used a computer before. Participants created, filmed and edited four films.

What did they choose to make films about?

UGANDA

- Taking young girls out of education in order to marry older men. *"The counsellor did a great job to make sure the baby and I stayed healthy"*
- Growing up with HIV. *"Mr Boda Boda man, can you help me? I need to collect my ARVs but my husband refused to accompany me."*
- Gender based violence & HIV treatment. **Family and Support networks HIV and education prevention**

The participants viewed their films, discussed key messages & decided how they wanted to present them to the audience. The films were then screened with discussion from the participants, their families and the local community. Participants introduced their own films & answered audience questions.

The FLIP cameras were left with Mama's Club so participants are able to continue to make films for advocacy purposes and train other members.

We created an accompanying booklet for the films. This booklet can be used alongside the films as an interactive training resource. 300 copies of the DVD & handbook were sent to Uganda to be used by Mama's Club. The DVD costs £12.00 (\$25.00) plus postage & packing. It can be ordered by emailing: enquiries@salamandertrust.net

For more information visit: www.salamandertrust.net www.mamasclubonline.com

The financial contribution of UNAIDS towards this project is gratefully acknowledged

3. New projects this year



4M Steering Group

Dr Shema Tariq (Chair);
Professor Jane Anderson;
Professor Susan Bewley;
Dr Rageshri Dhairyawan;
Kay Francis; Gill Gordon;
Longret Kwardem; Rebecca
Mbewe; Angelina Namiba; Nell
Osborne; Dr Pat Tookey; Alice
Welbourn; Dr Alison Wright

A) LAUNCH OF THE 4M PEER 'MENTOR MOTHER' TRAINING PROGRAMME THROUGH A GRANT FROM MAC AIDS

MAC AIDS Fund have awarded the Salamander Trust a one-year grant for £40,000 to support our project: "4M: peri-natal peer mentoring project for women living with HIV". 4M stands for: My Health; My Choice; My Child; My Life. In this project, women living with HIV (across the UK but outside of London) will be trained and skilled up as volunteer 'Mentor Mothers' to support pregnant women living with HIV. The lead trainer is Angelina Namiba, who designed the project. The project includes a creative element, led by Nell Osborne, in which women can share their own personal stories about HIV and motherhood. These stories, with full permission from their authors, are later produced by Nell as a handmade booklet, which are distributed to each workshop participant and to the host organisation for advocacy purposes.

This project started in December 2015. On 20th January 2016 we held our first steering group meeting for 4M. The Steering Group includes a number of leading health care professionals, activists and women living with HIV. In this meeting members agreed terms of reference for the Steering Group and outlined key project delivery areas.

In February 2016, Angelina spoke at two events about this work. The first was during a training programme for midwives at Hertfordshire University on HIV and Pregnancy. The second was for Liverpool Community NHS Trust and Sahir House at their 'Between the Sheets' event on HIV and pregnancy.

We will report more about the project events in next year's annual report.

To read more about the project, please click here: <http://salamandertrust.net/project/4m-health-choice-child-life-perinatal-peer-mentoring-project-women-living-hiv/>

B) DISTRIBUTION OF THE RIGHTS, CAMERA, ACTION FILMS THROUGH A GRANT FROM Viiv HEALTHCARE

Salamander has been awarded a small grant by Viiv Healthcare to distribute the DVDs and handbooks entitled *Rights, Camera Action! The Pregnancy Journey When you are Living with HIV*, to:

- ▶ 250 HIV antenatal clinics throughout the UK
- ▶ Community-based organisations working with pregnant women (and other people) living with HIV. (20 in the UK and 75 in Africa).

This was a participatory film-making project, which was the precursor to our current 4M project, when Angelina Namiba was based at Positively UK and when the project work was based in and around London.

Salamander ran a stand at the World AIDS Day event organised by the Royal College of Obstetricians and Gynaecologists where we distributed *Rights, Camera, Action* handbooks to health professionals who felt they would be able to integrate them into their own work. Since Angelina Namiba was making a presentation at this event, the DVDs disappeared like hotcakes. DVDs have also been distributed to practising and student midwives in the UK.

To read more about these DVDs and handbooks, click here: <http://salamandertrust.net/project/rights-camera-action-pregnancy-journey-living-hiv/>

These DVDs and accompanying handbooks were endorsed by the following organisations:



We will follow up with all of the DVD recipients after six months to see how and where they have been used.

4. Presentations

A) April 2015 – IATT-emtct webinar

In April 2015, Alice made a presentation about the new *Stepping Stones with Children* programme, as part of a webinar for the ‘UN Interagency Task Team on the Prevention and Treatment of HIV Infection in Pregnant Women, Mothers and Children’. To view this presentation, please click [here](#).

B) June 2015 – Launch of State of the World’s Fathers report, Houses of Parliament

In June 2015, Alice made a presentation at the Houses of Parliament in London at the launch of the first *State of the World’s Fathers* report. This presentation welcomed the new report. At the same time, it raised concerns about the ongoing chronic lack of funding of women’s rights organisations. To view this presentation, please click [here](http://salamandertrust.net/wp-content/uploads/2016/07/StateofTheWorldsFatherstalkAliceWelbourn18June2015.pdf).

C) July 2015 – IAC VANCOUVER, UN Women panel

In July 2015, Alice made a presentation at the International AIDS Conference in Vancouver. This is explained in more depth above in Section 2B.

D) October 2015 – FIGO CONFERENCE, VANCOUVER, WHO panel

In October 2015, Alice made a presentation at the FIGO Conference in Vancouver. This is explained in more depth above in Section 2A.

E) February 2016 – UN Women meeting, NYC

In February 2016, Alice was invited to take part in an international meeting coordinated by UN Women in New York City entitled: *UN Women Strategic Discussion on gender equality and HIV/AIDS: Putting Gender Justice at the Center of the Fast Track to End AIDS*. Here Alice was invited to present findings from the WHO global survey on the sexual and reproductive health and rights of women living with HIV, described in Section 2A above. The presentation can be viewed [here](http://salamandertrust.net/wp-content/uploads/2014/05/UNWomenNYCSalamanderResultsfromWHOSTudyFeb2016.pptx.pdf).

F) March 2016 – Presentation at Inaugural *Stepping Stones With Children* workshop, Dar es Salaam

After several months' detailed preparation, we were thrilled to hold the very first training of facilitators' workshop for new *Stepping Stones with Children* facilitators in March 2015 in Dar. See Section 1A.

At this workshop, Alice presented an overview of *Stepping Stones*, how it works, where it has spread to and some key elements for its success. This presentation can be viewed [here](#).

G) March 2016 – Eastern Europe and Central Asia AIDS Conference, Moscow

Alice was invited by Svetlana Moroz, Co-Founder of the All-Ukrainian Network of People living with HIV/AIDS (AUN), to present the WHO survey findings from Russian-speaking countries at the Eastern Europe and Central Asia AIDS Conference, held in Moscow in March 2016. These findings were extrapolated from the main data by the lead WHO report writer and researcher Luisa Orza, with a grant from the [Eva Network](#). Unfortunately, owing to unavoidable visa delays, Alice was unable to travel to Moscow in the end. However, the presentation was kindly made on her behalf by the Eva Fundraiser and Project Manager, Becky Perkins.

The results for Russian speaking women were very stark. For example 100% of women reported experiencing gender-based violence post-diagnosis. The presentation can be viewed [here](#).

5. Global advocacy through articles

BRINGING MARGINALISED VOICES TO GLOBAL AUDIENCES

As well as training women – and children – in participatory film training, and filming young women with HIV sharing their vision of the world, we have also sought to find other ways to bring marginalised views and voices to global audiences.

One way in which we have done this is through supporting women to have their articles published in the online global current affairs website, openDemocracy, with a monthly reach of 500,000 unique readers. The 5050 site of this journal, with the support of general editor Jane Gabriel, has a special section entitled “AIDS, Gender and Human Rights”, for which Alice has acted as commissioning editor since 2010.

This last year we have managed to support some more women to have their articles – for some, their first or second ever - published here. We have also been privileged to support the publication of articles in this series by other women who are already well established and widely respected writers and academics.

We are delighted that all these authors, who have important things to say which need to be heard, have the opportunity of this openDemocracy platform, to bring their viewpoints to a new wide-ranging global audience of interested readers.

This is also a great help to us since, through Alice’s role as openDemocracy’s commissioning editor, she is able to gain a free media pass to International AIDS conferences, thereby avoiding high registration costs.

Here is the list of articles published during this past year by openDemocracy in the AIDS, Gender and Human Rights section.

The confinement of Eve: resolving Ebola, Zika and HIV with women’s bodies? Susana T. Fried and Alice Welbourn, 29 February 2016

There are parallels between three major newsworthy viruses, Ebola, HIV and Zika, in relation to the global public health response and persistent and often toxic gender stereotypes. [Español](#)

Welcome to our house: women living with HIV Alice Welbourn and Luisa Orza, 7 December 2015

The largest survey on women living with HIV, commissioned by the World Health Organization, has revealed the stark truth about the gender-based violence and mental health challenges that HIV positive women face.

Amnesty International: should sex work be decriminalised? Susana T. Fried and Sonia Correa, 7 August 2015

As Amnesty International meets to consider a resolution that calls for the decriminalisation of sex work, those in favour argue it would be a step forward for the rights of sex workers.

Nobody Left Behind? The lives of indigenous women with HIV Marama Pala, 5 August 2015

HIV rates are driven by widespread global inequalities. What will it take to put the human rights of indigenous women living with HIV on the global map?

HIV and AIDS: language and the blame game Alice Welbourn, 27 July 2015

The negative and dehumanising language used by scientists discussing global HIV policy is sapping the soul of those on the receiving end. The call for an alternative language of nature and nurture must be heard.

AIDS targets: the fear factor Hajjarah Nagadya, 27 July 2015

HIV is not just a health issue but a multi-sectoral issue that requires many different players. Is the UNAIDS HIV '90-90-90' fast-track initiative in Uganda achievable?

No experts, saviours or victims: women living with HIV Alice Welbourn, 22 July 2015

Beyond bio-medical models, recent research has enabled a better psycho-social understanding of how women can access HIV treatment, if they want to, in stressful daily conditions.

The sexual and reproductive health issue you've probably never heard of ... Margaret Gyapong and Sally Theobald, 6 July 2015

Why is one of the most common gynaecological conditions in sub-Saharan Africa, schistosomiasis, misunderstood, under-researched and under-reported?

"I am one of those foreigners": living with HIV in the UK Silvia Petretti, 8 April 2015

HIV is easily treatable with pills. But there are no pills for stigma. Stigma grows on the ignorance behind the statement by UKIP's leader Nigel Farage. There is no substance behind his words.

6. Further news

A) Redesigning the Salamander Trust website

Salamander Trust commissioned Small Business Websites to redesign the Salamander Trust webpage to ensure it is accessible and user-friendly, especially considering that many visitors may have limited Internet or may access internet via their mobile phone. This process started in February 2016 and is now complete (September 2016).

B) New Salamander Associates

To read about all our Salamander Associates, please click [here](#).

We are very happy to welcome on board two new Salamander Associates, Angelina and Laura.



Angelina Namiba

Originally from Kenya, Angelina has over 16 years' experience of working in the HIV sector. She has worked on initiatives ranging from providing one-to-one support to people living with HIV and managing service provision, to facilitating, promoting and advocating for the involvement of women living with HIV in forming and informing local and national strategy and policy. Angelina also works with adolescents and young people living with HIV, where she supports them around various issues and coping strategies including HIV Treatment literacy and general well-being around living with HIV.

As a woman living with HIV for two decades, Angelina is passionate about advocating for the sexual health and reproductive rights of women living with HIV. From 2010 – 2015 she led the planning, curriculum development and delivery of the pilot project 'From Pregnancy to Baby and Beyond' with Positively UK. This project featured in Salamander Trust's *Rights, Camera, Action* participatory film training workshop. This project developed a sustainable model of education, information, emotional and practical support, for women living with HIV through ante- to post-natal care.

Angelina also sits on various national and international advisory boards regarding policy formulation. This includes the Women's Network of the Royal College of Obstetricians and Gynaecologists. She has also co-authored various articles in peer-review journals and UNAIDS reports.



Laura Pulteney

In January, a new Salamander Trust internship position of Communications Assistant became available, to support the work of Communications Manager, Nell Osborne. After an interview, Laura Pulteney was asked to join Salamander Trust as an Associate in this internship position. Welcome Laura!

Laura is helping to develop and implement the *Stepping Stones* communications strategy. In 2009 she worked in a Bureau d'Information Jeunesse in Toulouse, an organisation whose aims are to improve social engagement and reduce exclusion of young people. She studied French and Spanish at Manchester University, which included a year abroad studying at the Université d'Avignon and Universidad de la Habana. After graduating she taught English at a Universidad Tecnológica in Mexico and at the Universidad de la Salle in Colombia. She has undertaken voluntary work in various capacities for Oxfam, Mind, Magic Carpet and Student Action for Refugees. In March 2016 she attended the East African training of trainers workshop for *Stepping Stones with Children* where she also picked up some basic Ki-Swahili.

C) Digital divide

We know that many organisations want to access our films, handbooks and manuals but have no internet access – or even computers – to do so. So we continue to seek to provide hard copies of materials for free through conferences and other events. These include flyers about our work also. We have been able to do this through the sources of income described below.

We are so grateful to Petra Röhr-Rouendaal for her generous donation of the beautiful perennial birthday calendar in aid of Salamander's Digital Divide Appeal, which we described in last year's annual report.

Income to our digital divide appeal this year has been as follows:

Sale of Petra's calendars £990, sale of *Stepping Stones* Manuals £34, sale of videos £50. With a total income of £1,074.

D) Next year

In the next financial year we plan to:

Stepping Stones

- ▶ Launch the *Stepping Stones with Children* programme and continue the programme until the completion of the Comic Relief grant at the end of March 2017
- ▶ plan for further development of the *Stepping Stones with Children* programme roll-out
- ▶ Launch the revised and updated *Stepping Stones* and *Stepping Stones Plus* programme and run a revision workshop for trainers of this
- ▶ further develop our support to our CoP members, including development of our social media
- ▶ update both the Salamander and *Stepping Stones* websites

WHO

Work with WHO to develop, finalise and launch their new guidelines on SRHR of women living with HIV

UN Women

Finalise and launch the findings from the Global Treatment Access Review

UNAIDS

Finalise and launch the framework document and hold 5 webinars on relevant topics

UNAIDS Participatory Film Project

Hold webinars about the films and the issues they address

4MProject

Conduct training workshops across the UK and evaluate their effect

ViiV Healthcare-supported film distribution

Distribute the DVDs and handbooks and evaluate how they have been used

We will also make further presentations at national and international events and write more articles for openDemocracy and elsewhere.

Thanks!

Huge thanks to all our associates, partners and collaborators, some of whom are listed below.

Our Salamander Associates

Salamander Trust has no paid staff. We have the privilege to have the following Associates working with us, on a consultancy basis, on various projects:

- ▶ Gill Gordon – *Stepping Stones with Children* Author and Lead Researcher
- ▶ Sue Holden – *Stepping Stones with Children* Project Coordinator
- ▶ Florence Kilonzo – *Stepping Stones with Children* Programme Adviser/Trainer
- ▶ Angelina Namiba – 4M Project Coordinator
- ▶ Kato Nkimba – Monitoring and Evaluation Consultant
- ▶ Nell Osborne – *Stepping Stones* Community of Practice Coordinator; Film Projects Co-Team leader; 4M Co-Team leader; *Stepping Stones* and *Stepping Stones Plus* and *Stepping Stones with Children* Design and Production Assistant.
- ▶ Laura Pulteney – Communications Intern (from March 2016 onwards)

On-going support to Salamander

Daniel Fletcher – websites and IT support

Jane Shepherd – graphic design

Our on-going partners and collaborators

- ▶ **Athena Network:** Tyler Crone – Co-Founder and Coordinating Director; Luisa Orza – Programme Director; Jacqui Stevenson – Project Coordinator; Emma Bell – Athena Consultant, Social Development Direct; Calorine Kenkem – ATHENA consultant
- ▶ **AVAC:** Emily Bass – Programme Director; Nasra Aidarus – AVAC consultant; Kevin Fisher – Policy Director
- ▶ **AIDS Legal Network:** Dr Johanna Kehler – Director
- ▶ **Development Connections:** Dinys Luciano
- ▶ **Health Economics and HIV and AIDS Research Division (HEARD), University of KwaZulu Natal:** Samantha Willan – Director, Gender and Equality Research Programme; Andy Gibbs – Researcher, Gender and Equality Research Programme ; Jill Hanass Hancock – Disability Senior Researcher; Siphumelele Nene – Disability Researcher
- ▶ **Kimara Peer Counselling:** Pfiiraeli Kiwia – Director; Willbrord Manyama – Senior Trainer
- ▶ **NESSA Uganda:** Baron Oron – Director
- ▶ **PASADA:** Simon Yohana – Director; Jovin Tesha – Head of Fundraising; Nelson Chiziza – Head, Community Mobilisation Department
- ▶ **Positively UK:** Allan Anderson – Director; Silvia Petretti – Deputy Director. Positively UK provides us with our registered address, a desk and space for small meetings in London.
- ▶ **Practical Action Publishing:** Stacey Davies – Managing Director; Clare Tawney - Editorial Manager; Helen Wishart - Editorial and Production Executive
- ▶ **Project Empower:** Laura Washington – Director; Nolwazi Ntini – Researcher
- ▶ **WHO Research:** Professor Susan Bewley; Marijo Vazquez

- ▶ **WHO Research Global Reference Group members:** For a full list of these, please see last year's annual report.
- ▶ **WHO Department of Reproductive Health and Research:** Dr Manjulaa Narasimhan
- ▶ **UN Women Research:** Sophie Dilmitis; Liz Tremlett
- ▶ **UN Women Research Global Reference Group members:** For a full list of these members, please see the relevant section above.
- ▶ **UN Women:** Nazneen Damji; Tesmerelna Atsbeha; Elena Kudravtseva
- ▶ **UNAIDS Research Programme:** Sophie Dilmitis
- ▶ **UNAIDS Research Global Reference Group members:** For a full list of these members, please see the relevant section above.
- ▶ **UNAIDS Department of Gender Equity:** Hege Wagan; Aurelie Andriamialison
- ▶ **Mama's Club Uganda film-training project:** Dr Dominique Chadwick – Social Films; Dr Lydia Mungherera – Mama's Club
- ▶ **Namibia Women's Health Network film-training project:** Dr Dominique Chadwick – Social Films; Aurelie Boas; Nell Osborne – Salamander Trust
Jenifer Gatsi – NWHN/Salamander Trust Trustee
- ▶ **Stepping Stones with Children film-training project:** Dr Dominique Chadwick – Social Films; Nelson Chiziza – PASADA; Nell Osborne – Salamander Trust

Our funders

We are, as ever, so grateful to all our funders, large and small. You all make a difference. Thank you!

Annalisa McNamara

Comic Relief

Dominique Chadwick

Jill Lewis

MAC AIDS

Petra Röhr-Rouendaal

Strategies for Hope Trust

Susanna Graham-Jones

UNAIDS

UN Women

ViiV Healthcare

Our trustees

Jenifer Gatsi Mallett

Professor Jill Lewis

Dr Nigel Padfield

Jane Tewson CBE

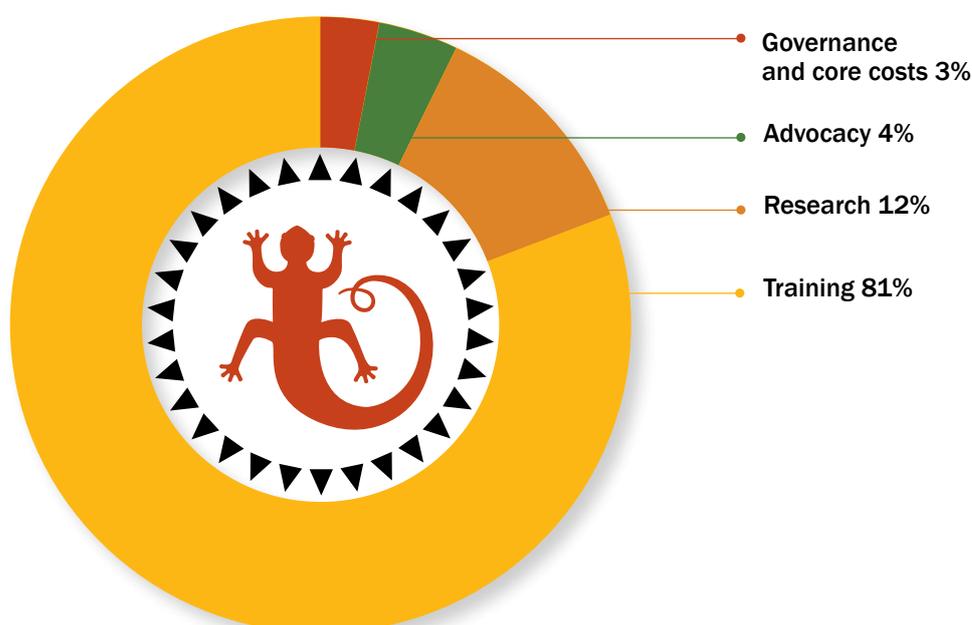
Dr Alice Welbourn

Our accounts 2015–2016

This summary shows approximate breakdowns for our advocacy, research and training work. For full details of our accounts please refer to the UK Charity Commission website. We keep our overheads low, largely through our consultants working from home. We rent a desk space at Positively UK (the offices where Salamander Trust is registered) and through this we also have access to a meeting space, photocopier, phones and internet when we need them, plus very friendly welcoming faces whenever we visit London for other meetings! The Director, as Chair of the Trustees, works for the Trust on an unpaid basis, with only her Trust-related expenses covered. The Trust's bookkeeping is undertaken on a voluntary basis by Dr Nigel Padfield, another Trustee.

1 April 2015–31 March 2016	£
Funds at beginning of year	303,806
Unrestricted	12,283
Restricted	291,523
Total income during the year	
Grant Income	
Comic Relief	19,955
UNAIDS (Film training)	16,266
UNAIDS (Research)	12,164
UN WOMEN	4,188
MACAIDS	40,000
ViiV	4,490
Donations	14,746
Bank interest	3,889
Activities for generating funds	1,149
Total	116,847
Expenditure during the year	
Research	216,967
Training	30,674
Advocacy	11,246
Governance and core running costs	7,996
Total	266,883
Funds at end of year	153,770
Unrestricted	23,758
Restricted	130,012

Salamander Trust Expenses 2015–2016





Salamander Trust

TRANSFORMING THE WAY WE THINK ABOUT HIV

Salamander Trust

Address c/o

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London, EC1V 1LR

UK

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Company No. 06734362

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