

Salamander Trust

Annual Report 2016-2017



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1: Our Training Programmes



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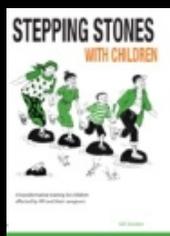
Stepping Stones with Children

Funder: Comic Relief

Partner: PASADA

THIS YEAR:

- We completed the last year of this programme development project
- We conducted a 2-week residential training of facilitators workshop in Lilongwe, Malawi, hosted by COWLHA
- We trained 30 participants from Namibia, South Africa, Zimbabwe, Zambia, Malawi
- Our trainers were: Gill Gordon with co-trainers from [PASADA](#) and Kimara Peer Educators, Tanzania
- Our Materials are now available from Practical Action [Publishing](#)



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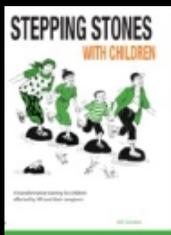
Stepping Stones with Children

Funder: Comic Relief

Partner: PASADA

THIS YEAR: *(continued)*

- Our trainers' guide is also now written and [available](#)
- We finalised M&E materials, also now [available](#)
- Our external project evaluation was conducted, with positive results
- We created our tracking system to assess free copies distribution – apply [here](#)
- We created our database of trained facilitators across East and Southern Africa – please contact us for details



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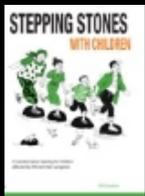
Stepping Stones with Children

Funder: Comic Relief

Partner: PASADA

Highly positive workshop results: Initial findings from four communities in Tanzania indicate important outcomes:

- ✓ a statistically significant greater improvement in CD4 count among the child participants
- ✓ much greater disclosure to children
- ✓ improvements in the relationship between children and caregivers
- ✓ reduced violence against children
- ✓ enhanced self-determination and feeling of belonging
- ✓ greater correct knowledge about sexual and reproductive health
- ✓ more gender equitable attitudes
- ✓ improved acceptance and intention to use condoms
- ✓ protective attitudes and practice towards children's exposure to pornography
- ✓ and better school attendance



Learn more in our impact brief [here](#)



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STEPPING STONES

WITH CHILDREN

A transformative training for children affected by HIV and their caregivers

Gill Gordon



Clockwise from above: Trainers and participants at the training workshop in Lilongwe; children hold up their forest of life during the pilot workshop; children brainstorm ideas; adolescents take part in a session; a break during the *Stepping Stones with Children* workshop; participants, trainers and a representative of the Tanzanian Ministry of Health in Dar; trainers of the *Stepping Stones with Children* workshop in Dar.



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21st anniversary of *Stepping Stones* & launch of *Stepping Stones with Children* – November 2016

In November 2016, we hosted a celebration in London of the 21st anniversary since the publication of the original *Stepping Stones* manual & the publication of the wholly revised version

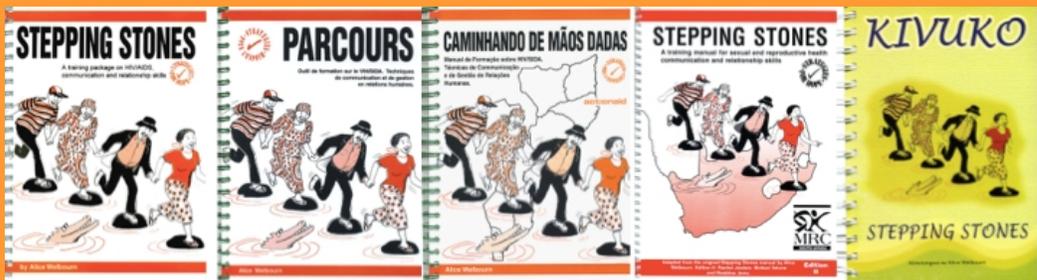
We also celebrated the official launch of the new *Stepping Stones with Children* training manual

Presenters included:

Glen Williams	Editor of Strategies for Hope, publisher of the original manual
Ellen Bajenja	Salamander Trust Africa representative, and a long-term user of the programme
Gill Gordon	Lead author of the new <i>Stepping Stones with Children</i> manual
Beth Mbaka	Comic Relief, funder of the new programme
Dominique Chadwick	Film-maker and participatory film trainer
Alice Welbourn	Author of the original <i>Stepping Stones</i> programme



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Original French Portuguese S. Africa (MRC) ki-Swahili



India (ActionAid) Bangladesh (ActionAid) L. America (Plan) Indonesia (ActionAid) Pacific Islands (SPC)



Clockwise from main:

- 21 years of *Stepping Stones* including the original manual and its adaptations
- *Stepping Stones* contributors over the decades: Laura, Ellen, Angelina, Alice, Dominique, Gill, Nigel, Alison, Keith, Angela, Jamie, Glen, Luisa, Sue, Silvia
- Gill Gordon talked about why and how *Stepping Stones with Children* was developed
- Ellen Bajenja shared her experience of *Stepping Stones*
- More guests: Angelina, Sophie, Memory, Alice, Rebecca, Winnie, Silvia, Luisa, Charity



21st anniversary of *Stepping Stones* & launch of *Stepping Stones with Children*–November 2016

We also launched a series of reports on the use of *Stepping Stones* from around the world over the '16 Days of Activism against Gender-Based Violence'

These 16 days run from 25 November, which is The International Day for the Elimination of Violence Against Women, until 10 December, which is International Human Rights Day. World AIDS Day, marked on 1 December, is, fittingly, in the middle of these 16 days

To read all these reports, click [here](#)



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Celebrating 21 years of Stepping Stones

1995-2016

Stepping Stones Stories from Russia, Ukraine and Moldova.....

ELENA VESELOVSKAYA

Organisation: Independent Consultant
Country: Russia, Ukraine, Moldova

When did you first come across Stepping Stones?

In 2006, my German colleague who saw this training in Tanzania recommended to use it in Russia.

How did you use it and where and when?

On the request of the German NGO "Bread for the World" (Social Agency of the Protestant Churches in Germany), the original Stepping Stones manual was translated into Russian and adapted to the Russian context by the Siberian NGO "Humanitarian Project (HP)" in 2009.



Stepping Stones

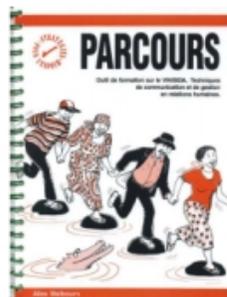
1995-2016

DS Ministry

the Congo

How did you use it and where and when?

In 2007 with a batch of training Strategies for Hope. As I went I found the Stepping Stones manual and film a very interesting tool. And so I set to work



where I took part in a seminar about community approaches to gender, HIV and lifeskills, I was enlightened and equipped with information about the implementation of Stepping Stones.

I used it for the first time in September 2011 in Walungu, Southern Kivu, with UNDP.

I am proud of having contributed to the widespread acceptance of 'Parcours' as a promising tool and



Celebrating 21 years of Stepping Stones

1995-2016

Stepping Stones in the Democratic Republic of Congo

Name KASIGONDO NTABE SYLVESTRE
Organisation Fonds Social du Kivu (Kivu Social Fund)
Country Democratic Republic of Congo

When did you first come across Stepping Stones?

I discovered Stepping Stones in August 2011 when Eddie Ndungi was hired as a consultant to the UNDP in the work against the spread of HIV in Walungu. HIV is a cross-cutting theme in the fight against poverty, to the extent that members of the community were using up all their money looking for the best medication to care for themselves against the pandemic. That's why communities were becoming more and more impoverished. The stigmatisation and discrimination of people living with HIV had also reached worrying levels to the point where they could no longer attend medical facilities, markets and other public spaces at the risk of being lynched or stoned.



Celebrating 21 years of Stepping Stones

Stepping Stones Stories from Uganda.....

GERMINA SEBUWUFU

Organisation: Independent Consultant (NESSA Associates)
Country: Uganda

When did you first come across Stepping Stones?

I first came across Stepping Stones in 1994 when I was working with REDD BARNAs Masaka (Save the Children Norway) as a project officer for Social Consequences of Aids project in Masaka District. The first Stepping Stones workshop was organized in Uganda in Buwenda village, led by Professor Rose Mbowa, who was the lead trainer, working with Alice Welbourn, who had developed it. This was the first workshop of its kind, from which the full training package on HIV, communication and relationship skills and the accompanying film were developed.



Stepping Stones

1995-2016

Stepping Stones Stories from Malawi.....

STEVEN CHIMWEMWE IPHANI

Organisation: Coalition of Women Living with HIV and AIDS (COWLHA)
Country: Malawi

When did you first come across Stepping Stones?

In 2009 after I joined COWLHA. At that time, there was a pilot project funded by UNFPA which was coming towards its end in which the Stepping Stones approach was used to train women living with HIV only as trainers of trainers. A year later, COWLHA had another project funded by UNDP which was again designed to use the Stepping Stones Methodology in preventing GBV and I was asked to coordinate it. It was through this project that I



Stepping Stones & Stepping Stones Plus

- We have continued to provide related ongoing support for our international *Stepping Stones* Community of Practice, which currently has just under 800 active members
- We realised that this reduced number, compared to previous years, was likely due to short-termism of project funding, resulting in former database members losing access to the database through redundancy and their work emails thus becoming defunct
- In order to address this, we have added in a new sign-in function to our wholly revised and updated website, so that anyone can register with their own personal email as well as their work email, if they wish.
- In this way, anyone can keep in touch with us, no matter which organisation they are currently working with



Our newly overhauled *Stepping Stones* website



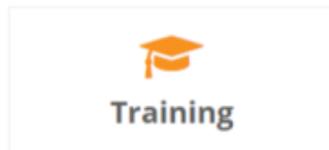
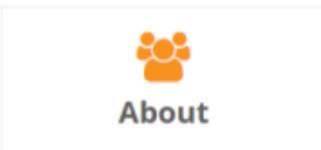
WELCOME

This is the official website about the original *Stepping Stones* training programme and related materials on gender, generation, HIV, communication and relationship skills. You can find out about the materials, how they work and who can benefit. **Scroll down to learn more.**

To help you best, please [click here](#) to fill in our form so that you can join our Community of Practice of members across 100 countries worldwide, and benefit from free access to our newsletters and other information on this site. If you want to learn more about the Community of Practice, please [click here](#).

[FIND OUT MORE](#)

[DONATE](#)



MATERIALS

The original *Stepping Stones* programme was held in Uganda in 1994. Over the years, there have been many different adaptations,

HOW MANY MANUALS

If you are considering using either the revised original *Stepping Stones* and *Stepping Stones Plus* or the



Trainers for *Stepping Stones* & *Stepping Stones Plus*

The *Stepping Stones* programme demands high levels of skills and experience of its trainers and facilitators. We strongly recommend that you seek support from our recognised trainers in your country, to support you in adapting the programme for the communities where you work.

This photo is of the late **Professor Rose Mbowe**, of the Department of Music, Dance and Drama at Makerere University, Uganda. Professor Mbowe was the lead trainer of the first ever *Stepping Stones* workshop in 1994. **East and Southern Africa:** please [click here](#) to access information about recognised trainers in these two regions.

Please [contact us](#) for information about recognised trainers in other regions.

KEY RESOURCES

- Stepping Stones and Stepping Stones Plus
- Stepping Stones with Children

Stepping Stones with Children Results Brief

7th September 2017



Stepping Stones with Children Results Brief We have produced a results brief about our *Stepping Stones* with Children programme, developed with our partners PASAGA and Kimara Peer Counselling in Dar es Salaam. [Click here to \[...\]](#)

[READ MORE](#)

CATEGORY



Our films about *Stepping Stones* & *ri*

1. Our own Salamander Trust film channel on [vimeo](#) include
2. *Stepping Stones Revisited - Strategies for Hope*: an account where *Stepping Stones* was used, 12 years later
3. *Stepping Stones with Children* - short documentary film
4. *Seeking Safety: Stepping Stones in Malawi* - short documentary
5. *Stepping Stones Community of Practice* - short interviews around the world
6. Other participatory film projects with women living with HIV, with accompanying short documents



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UNAIDS-funded participatory films training project

- During this past year, we coordinated two webinars in English: one for the films made by Mama's Club members in Uganda, and one for the films made by NWHN members in Namibia; and one webinar in Spanish about both sets of films, to disseminate the outcomes of the project to a Latin American [audience](#)
- The films were also presented at the International AIDS Conference in Durban in July 2017. They were introduced by Dr Lydia Mungherera, Founding Director of Mama's Club in Uganda, and Makena Henguva from the Namibia Women's Health [Network](#)



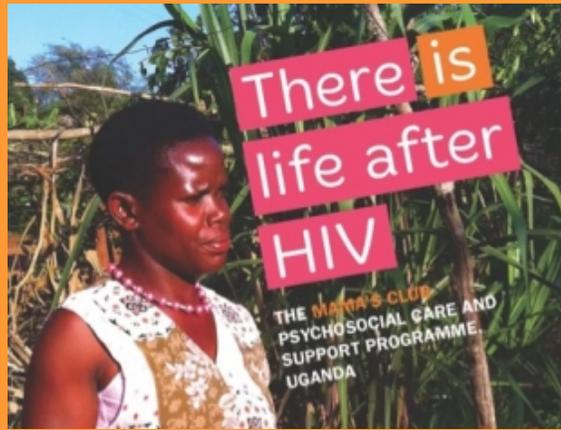


Salamander Trust
TRANSFORMING THE WAY WE THINK ABOUT HIV



A PSYCHOSOCIAL
SUPPORT
GROUP FOR
HIV+ MOTHERS

CAPACITY BUILDING FOR LEADERSHIP ON GENDER BASED VIOLENCE: A PARTICIPATORY FILM PROJECT



A PSYCHOSOCIAL
SUPPORT
GROUP FOR
HIV+ MOTHERS



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TRANSFORMING THE WAY WE THINK ABOUT HIV



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.

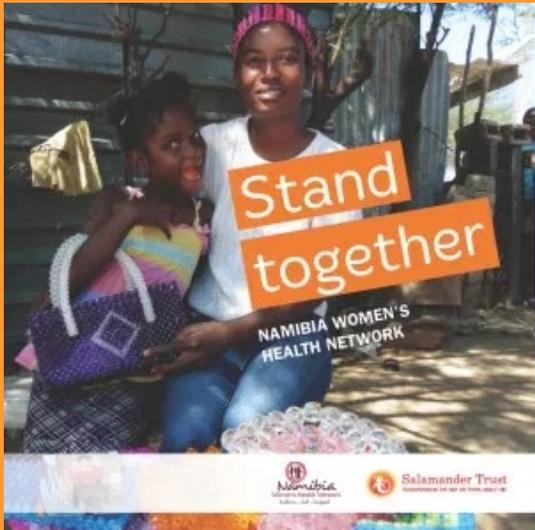
Mama's Club works in **22 regions in Uganda**. It is an organisation led by **women living with HIV for women living with HIV**.

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.



What did they choose to make films about?

UGANDA

Taking young girls out of education in order to marry older men



Gender based violence & HIV treatment



"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."

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.



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TRANSFORMING THE WAY WE THINK ABOUT HIV



Namibia
Womens Health Network
Inform. Act. Impact



Development
Connections

SYNOPSIS DE PELÍCULAS PARTICIP

SALAMANDER TRUST Y MAMA'S CLUB DE U

<http://tinyurl.com/Mamas-Club>



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MAC AIDS 4M Training Project



- With a grant from MAC AIDS Foundation we developed the 4M project, (“My Health, My Choice, My Child, My Life”) which has trained women living with HIV to act as volunteer “mentor mothers” to support pregnant women living with HIV
- The trainings were hosted by 8 centres of HIV organisations across the UK
- We held an event at the Royal College of Obstetricians and Gynaecologists in London in February 2017, to celebrate the women trained as ‘Mentor Mothers’
- At this event, we also launched the findings of our evaluation of the programme, together with a book of writing created during the workshops by the participants



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4M



GEORGE HOUSE TRUST
FOR POSITIVE LIVING

BHA Leeds Skyline
for equality in health and social care



Developing a national network of 'Mentor Mothers' to support women living with HIV through pregnancy

4M:
My health,
My choice,
My child,
My life



Authors: Angelina Namiba¹, Longret Kwardem¹, Pat Tookey², Jane Anderson³, Alice Welbourn¹, Sherna Tariq¹
¹Salamander Trust, London, ²University College London, London, ³Homerton University Hospital, London

Background

Approximately 1,200 pregnancies are reported annually in the United Kingdom (UK) in women diagnosed with HIV.¹ Women living with HIV may encounter significant psychosocial challenges in their journey to motherhood, even though the UK rate of vertical transmission is currently <0.5%. Peer-support has been shown to have a beneficial impact on the well-being of pregnant women living with HIV. Building on a London-based 'Mentor Mother' programme,² we describe its expansion across the UK and present our preliminary evaluation.

Methods

We aimed to train 40 women living with HIV across the UK as 'Mentor Mothers', through key local HIV organisations. Our innovative two-day training package was facilitated by two experienced trainers, one a Mentor Mother herself. It comprised coaching on clinical and psychosocial aspects of pregnancy

good or excellent. Nearly 90% of Mentor Mothers reported that both their knowledge about HIV and pregnancy and confidence in action planning had improved.

The creative writing component was also rated highly. Mentor Mothers reported that this had been their first opportunity to share their journeys in such a way in a safe space. Their stories were collated into a handmade booklet. Copies were given to each participant and the host organisation and will be shared with healthcare professionals to deepen their understanding.

Working in partnership with local HIV support organisations was central to this project. We thus ensured good geographic coverage, as well as delivering training in areas with both high and low HIV prevalence.

Key challenges included: recruitment and retention (often due to conflicting commitments); concerns about attending

"We would like more of this training and support organised down here more often, thanks. It is very important that women get this type of training and get together more, for the large majority of women that are still in the dark about these issues."

MENTOR MOTHER, BOURNEMOUTH



"The creative writing workshop brought a lot of memories that are useful on my journey towards but something that can help others [sic]. This is something powerful, yet without creative writing, it is left hidden, forgotten or never shared. It is like a hidden treasure."



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ViiV 'Rights, Camera, Action' dissemination



ViiV Healthcare supported us with a small grant to distribute some materials

These were the DVDs and handbook entitled "Rights, Camera, Action! The pregnancy journey when you are living with HIV"

These materials were distributed to organisations in both UK and Africa



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Rights, Camera, Action!

The pregnancy journey when you are living with HIV

+ POSITIVELY UK

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TRANSFORMING THE WAY WE THINK ABOUT HIV



*The Pregnancy Journey...
when you are living with HIV*



Dr Alison Wright
Consultant, Obstetrics and Gynaecology
Royal Free London Hospital




Angelina Namiba
"From pregnancy to Baby and Beyond"
Project Manager, Positively UK

Clockwise from main:
The 'Rights, Camera, Action' DVD,
Screenshots from the DVD




ViiV Healthcare 4M Trainer of Trainers Workshop

We also applied for and received a new grant from ViiV Healthcare. This was to conduct a national training of trainers workshop for some of the leading 4M project graduates

We will report on this workshop next year



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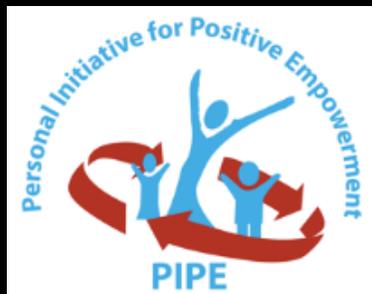
MAC AIDS 4M+ Training Project



We applied for and received a new grant from MAC AIDS Foundation

This time we developed 4M+, which was an extension of the UK-based project, to work with new partners, UNYPA in Uganda and PIPE in Kenya

We started to prepare for this work and will report on it next year



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2: Our Research Programmes



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WHO Global Values & Preferences Survey - [update](#)

- Based on the findings of the WHO-funded global values and preferences survey carried out in 2014, we took part in the development of the new WHO SRH&R Guideline
- A poster about treatment access side-effects, based on findings from the survey, was presented at the International AIDS Conference in Durban, in July 2016
- The new Guideline was published by WHO in February 2017. Alice Welbourn spoke at its launch in WHO in Geneva
- Alice also co-authored a chapter about the guideline development process for a Handbook of Community-Based Participatory Research, published in February 2017 by Oxford University Press
- She also contributed to two new peer review journal articles relating to this Guideline. We will report on their publication next year



"Sometimes you feel like you have no choice but to bear with it all"

How much do we understand side-effects of ARVs on lives of women living with HIV?

A. Welbourn¹, L. Orza², S. Bewley³, E.T. Crone⁴, M. Vazquez⁵

¹Salamander Trust, London, United Kingdom, ²Salamander Trust / ATHENA Network, London, United Kingdom, ³Women's Health Academic Centre, Kings College London, United Kingdom, ⁴ATHENA Network, Seattle, United States, ⁵Salamander Trust, Barcelona, Spain



Background

WHO promotes far-reaching ARV coverage for prevention and treatment of HIV¹. However, to date, little^{2,3} is known about long-term adherence to ARVs and their effects in relation to physical, sexual, psychological or other dimensions of women's lives. The aim of this study was to examine ARV side-effects in women living with HIV.

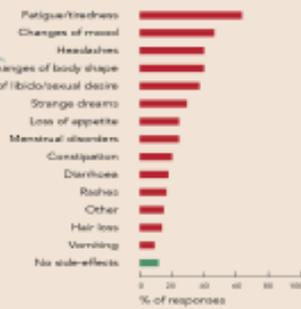
Methods

A global online survey and preferences survey was commissioned by WHO⁴. It was informed and shaped by a Global Reference Group of 14 women living with HIV and included an optional section on HIV treatment and side-effects. The survey contained a mix of closed questions (quantitative analysis) and free text responses (qualitative analysis)⁵.



"Building a safe house on firm ground" image from the original survey report for WHO Department of Reproductive Health and Research

Figure 14: HIV treatment side-effects



Global Reference Group, Core Team, WHO staff & others involved in the WHO-commissioned survey which gave these results. 1 Jan 2016. (Source: Welbourn et al., 2016)

Results

632 women aged 15-72 from 94 countries took part in the online survey, and 434 (52%) responded to the optional treatment section. Of the 301 (58%) who were on treatment, only 52 (11.9%) reported no side-effects.

The mean number of ARV side-effects was four including fatigue (84.8%), mood changes (47.1%), headaches (40.6%), body dysmorphia (40.2%), loss of libido (37.5%), strange dreams (29.9%), and menstrual disorders (24.1%). These affected women's ability to enjoy a healthy and satisfying sex life, to work, and to enjoy social activities. Singly or collectively, side-effects strained relationships⁶, led to financial insecurity or poverty, and contributed to mental ill-health⁷, including loneliness, isolation, stress, anxiety, and depression.

Respondents reported limited information about side-effects, especially at treatment initiation, and felt that health providers did not take side-effects seriously.

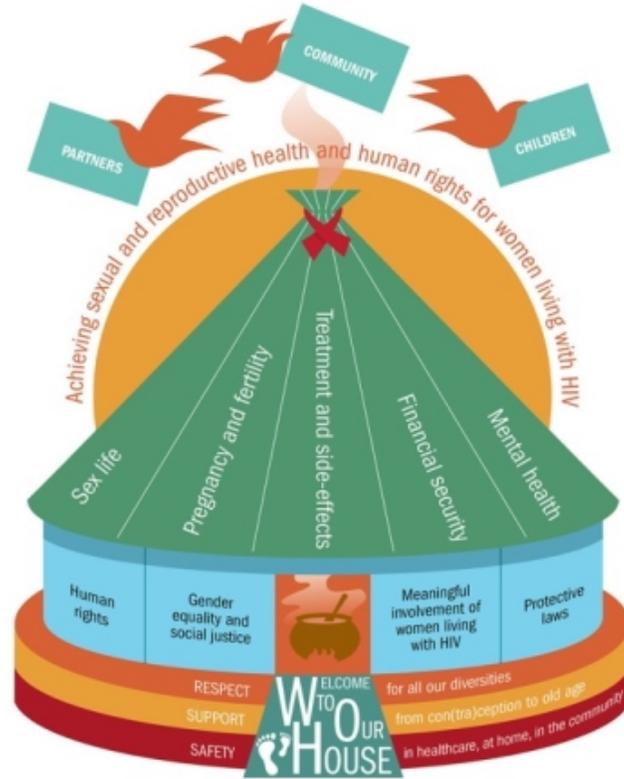
Regarding an undetectable viral load, some women expressed potential or actual reduced ability to negotiate condom use, to protect against STIs or pregnancy.

Conclusions

These findings have implications for treatment roll-out, warranting attention from policy makers and providers alike. Urgent research is required to understand: to what extent is it possible to adhere to medication which reduces quality of life, especially if women start ARVs when feeling well; how women's concerns about STIs and unplanned pregnancy can be addressed in the context of 'treatment as prevention'; whether and how coercion and potential gender-based violence can be avoided in relation to ARV uptake; and the risks, benefits and safety of long-term medication use.

References

1 WHO (2016). Consolidated guidelines on the use of antiretroviral drugs for treating and preventing HIV infection. WHO <http://www.who.int/hiv/2016-guidelines>. 2016
 2 Orza L, Welbourn A, Bewley S, Crone E, Vazquez M, and Welbourn A (2016). Side-effects and adherence to HIV treatment during 'Real-World' initiation and follow-up in a global community-based survey. *Journal of the International AIDS Society*, 15(12):e24511
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 4 WHO (2016). Consolidated guidelines on the use of antiretroviral drugs for treating and preventing HIV infection. WHO <http://www.who.int/hiv/2016-guidelines>. 2016
 5 Welbourn A, Orza L, Welbourn A, Bewley S, Crone E, and Vazquez M (2016). Sexual and reproductive health and human rights of women living with HIV: a global community survey. *Bulletin of the World Health Organization*, 94(12):1443-1450
 6 Bewley S, Orza L, Bewley S, Crone E, Vazquez M, and Welbourn A (2016). Sexual and reproductive health and human rights of women living with HIV: a global community survey. *Bulletin of the World Health Organization*, 94(12):1443-1450
 7 Orza L, Bewley S, Crone E, Crone E, Vazquez M, and Welbourn A (2016). Women, through stress: findings from a global participatory survey among women living with HIV. *Journal of the International AIDS Society*, 15(12):e24513
 8 Orza L, Bewley S, Crone E, Crone E, Vazquez M, and Welbourn A (2016). How does living with HIV impact on women's ability to negotiate condom use? Findings from a global survey. *Journal of the International AIDS Society*, 15(12):e24514
<http://dx.doi.org/10.1186/s12916-016-0500-0>



Clockwise from left:

- Poster about treatment access side-effects based on findings from the survey
- "Building a safe house on firm ground" image from the original survey report for WHO Department of Reproductive Health and Research
- The Handbook of Community-based Participatory Research with co-authored chapter about the guideline development process
- The new WHO SRH&R Guideline.

Handbook of Community-based Participatory Research

edited by
Steven S. Coughlin
Selina A. Smith
Maria E. Fernandez

OXFORD



Consolidated guideline on sexual and reproductive health and rights of women living with HIV

Executive summary

An integrated approach to health and human rights lies at the heart of ensuring the dignity and well-being of women living with HIV.

HIV is not only driven by gender inequality, but it also entrenches gender inequality, leaving women more vulnerable to its impact. Providing sexual and reproductive health interventions for women living with HIV that are grounded in principles of gender equality and human rights can have a positive impact on their quality of life; it is also a step towards long-term improved health status and equity.

Introduction

There were an estimated 17.8 million women aged 15 and older living with HIV in 2015, constituting 51 percent of all adults living with HIV. Adolescent girls and young women are particularly affected; in 2015 they constituted 60 percent of young people aged 15–24 years who were living with HIV, and they also accounted for 58 percent of newly acquired HIV infections among young persons in that age group. In many countries, women living with HIV do not have equitable access to good-quality health services and are also faced with multiple and intersecting forms of stigma and discrimination. Furthermore, women living with HIV are



UN Women Global Treatment Access Review - update

- Findings from the global treatment access review of women living with HIV, which we conducted with our partners AVAC and ATHENA, and commissioned by UN Women, were presented in the Women's Networking Zone, at the International AIDS Conference in Durban in July [2016](#)
- We developed an article based on the findings, for publication in a peer-review journal and await the journal editors' decision
- The text of the Review was finalised with UN Women in March 2017 & we await its release by UN Women



UNAIDS ALIV[H]E Framework -update

- In collaboration with our partners HEARD at the University of Kwa-Zulu Natal, ATHENA, AIDS Legal Network and Project Empower, we have continued work on the applied research into inter-linkages between gender-based violence and HIV commissioned by UNAIDS
- A key output of the project has been the creation of a framework document to help community organisations to develop projects which effectively address both HIV and violence against women, based on what women in communities *want*
- In autumn of 2016, we coordinated and documented a series of five international webinars on various topics relating to the new framework
- This document will be published shortly



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3: Our Advocacy Work



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openDemocracy & other fora

Until August 2016, we continued to commission and support emerging activist writers; and also to write articles for the openDemocracy 5050 section on AIDS, gender and human [rights](#)

We took part in the International AIDS Conference in Durban in July 2016 in this capacity

We have also continued to make presentations of our work in various other fora, including a blog for the International AIDS Society on International Women's [Day](#)

50.50

gender, sexuality and social justice



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CUSP - Community for *Understanding Scale uP*

- We also realised that many organisations are receiving funds to make use of the *Stepping Stones* materials in ways which we do not consider acceptable – with considerable reduction in contact time (in one case only 10 hours) and with only some peer groups being involved
- We thus set up with colleagues from Raising Voices (creators of the *SASA!* programme, which has had similar challenges), the “CUSP” Working Group
- This has resulted in a series of stimulating webinars over some months, involving several leading global programme developers, designed to explore what we all consider to be key elements of our programmes. This process has been ongoing throughout the year
- We will tell you about the CUSP findings and policy brief next year

Community for Understanding Scale up (CUSP)

Raising Voices



Websites, facebook and twitter

The Salamander Trust [website](#) was wholly revised and relaunched in June 2016

The *Stepping Stones* [website](#) was wholly revised and relaunched in February 2017

In addition, twitter and facebook activities were developed, both in relation to Salamander Trust and to the designated *Stepping Stones* platforms

Two *Stepping Stones* newsletters were published, in [September](#) and [February](#)

A twitter campaign about Virtues was launched and a storify about the campaign was produced

A youth advisory group for *Stepping Stones* was launched



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4: Our Accounts



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Our Accounts – 1 April 2016-31 March 2017

Funds at 1 April 2016	£153,770	Expenditure during the year	
Unrestricted	£23,758	Research	£23,859
Restricted	£130,012	Training	£146,818
Total income during the year		Advocacy	£25,157
Grant income		Governance & core running costs	£3,879
Comic Relief	£55,873	Total	£199,713
UNAIDS (Research – ALIV[H]E)	£10,711		
MAC AIDS Foundation	£40,000	Funds at end of year	£165,407
Donations	£101,349	Unrestricted	£129,422
Bank interest	£1,032	Restricted	£35,985
Activities for generating funds	£2,385		
Total	£211,350		

To view our full accounts please click [here](#)



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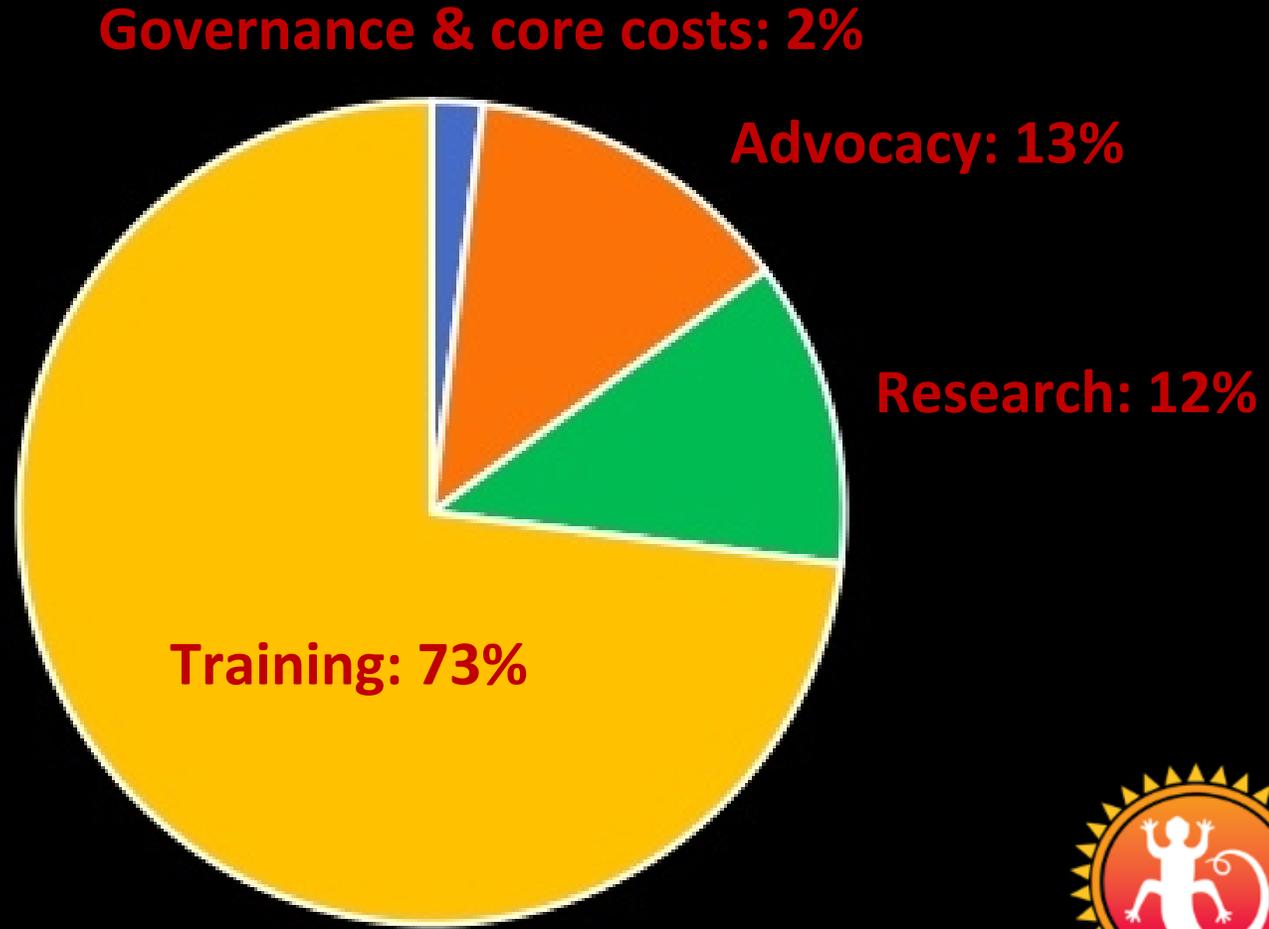
Our Accounts - 1 April 2016-31 March 2017

Notes:

These are approximate breakdowns.
For full details of our accounts, please see the UK Charity Commission website.

Our governance & core costs are kept low because all Salamander Associates work from home and we have no office overheads.

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.



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5: Our Supporters



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Our thanks: to all our wonderful funders this year

- Comic Relief
- MAC AIDS Foundation
- UNAIDS
- ViiV
- Anonymous
- Annalisa McNamara



Our thanks: and to all our special supporters

Salamander Trust Associates:

- Ellen Bajenja
- Gill Gordon
- Sue Holden
- Longret Kwardem (volunteer)
- Rebecca Mbewe
- Angelina Namiba
- Kato Nkimba
- Nell Osborne
- Laura Pulteney

Also:

- Sophie Dilmitis

Partners:

- Tyler Crone & Luisa Orza, ATHENA Network
- Dominique Chadwick, Social Films
- Diny's Luciano, Development Connections
- Andy Gibbs, HEARD / University of Kwa-Zulu Natal
- Mama's Club, Uganda
- Namibia Women's Health Network, Namibia
- PASADA
- PIPE Kenya
- Practical Action Publishing
- Lori Michau and Katy Chadwick, Raising Voices
- Hege Wagan, Aurelie Andriamialison, UNAIDS
- UNYPA Uganda
- Dr Manjulaa Narasimhan, WHO



Our thanks: and to our great 4M Steering Group members

Dr Shema Tariq (Chair)

Professor Jane Anderson

Professor Susan Bewley

Dr Rageshri Dhairyawan

Kay Francis

Gill Gordon

Longret Kwardem (Project M&E Coordinator)

Rebecca Mbewe

Angelina Namiba (Project Coordinator)

Nell Osborne (Project Co-Trainer)

Dr Pat Tookey

Alice Welbourn

Dr Alison Wright



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Salamander Trust Trustees

Jenifer Gatsi

Jill Lewis

Jane Tewson

Treasurer:

Nigel Padfield

Chair and Founding Director:

Alice Welbourn



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Contact details

More detailed information about our activities and publications can be found at

www.salamandertrust.net and www.steppingstonesfeedback.org

Salamander Trust:

Registered UK Charity No. 1143381

Registered Company No. 06734362

ECOSOC Status

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Facebook account: [SalamanderTrust](https://www.facebook.com/SalamanderTrust)

Twitter accounts: [@SalamanderTrust](https://twitter.com/SalamanderTrust) [@StStFeedback](https://twitter.com/StStFeedback) [@4Mproject](https://twitter.com/4Mproject)



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