



[@sistersuncut](#)

SAFETY IS A
RIGHT
NOT A
PRIVILEGE

SISTERS UNCUT

WELCOME PACK

Who are Sisters Uncut?

Since the Coalition Government began cutting vital funding for public services in 2010, grassroots groups (such as UK Uncut) have taken direct action to oppose them. Until 2014, when Sisters Uncut was founded, nothing had addressed the devastating impact on women's services.

Domestic violence services have lost substantial funding under austerity, which has put women's lives at risk. Sisters Uncut began in the autumn of 2014 with a meeting organised and shared on social media, and has grown to become a diverse and powerful group that has gained national media attention.

Two women a week in the UK are killed by a partner or ex-partner, but budgets for support services for domestic and sexual violence survivors have been cut by 30%, legal aid has been diminished and the localism act has enabled central and local authorities to pass blame and shirk responsibility. Services are being run on a shoestring on short-term contracts and further cuts have not been ruled out. The future is uncertain.

The activists and campaigners that came together reached a decision by consensus that the group would be open only to all women* and those who have experienced oppression as women**; this is crucial to our intersectional way of organising, and more on our safe spaces and gender inclusion policies can be seen in a separate section of this toolkit.

As intersectional feminists, we recognise that a woman's individual experience of violence is affected by race, class, disability, sexuality and immigration status. This is true of all experiences, and we aim to create a truly inclusive, compassionate and respectful environment where everyone's voice can be heard.

These values have created empowering, liberating and powerful movement that is revitalising to be in.

We are ready and fighting; now is the time to mobilise locally to make sure that every single local authority knows they can't make cuts to domestic violence services – we categorically won't allow it.

Right now, Sisters Uncut is based in London. However, we are keen to spread throughout the country with regional groups taking local actions.

Your Sisters need you – thank you for standing with us.

** trans, intersex, cis, and all those who identify as women for the purpose of political organising*

***including non-binary and gender non-conforming people*

Our gender inclusion policy is included as an appendix to this document.

Feministo

Sisters Uncut are intersectional feminists fighting for liberation and an end to male violence. We are fighting to end the government's cruel austerity agenda that disproportionality affects women and puts their lives at risk.

We will remember the women who have died, remember the women who survive, seek out their stories and experiences and, provide a safe space for them.

We will not be silenced and we will not stop until all women can live without fear. We fight on our own terms.

As a collective, we developed a Feministo which outlines what we stand for, our mission and our specific demands to the government, to ensure that the safety of all women experiencing, at threat of or who have experienced domestic violence is prioritised.

The Feministo, which follows, was developed by a working group and agreed via consensus, and is pivotal to the struggle of Sisters Uncut:

We are Sisters Uncut. We stand united with all self-defining women who live under the threat of domestic violence, and those who experience violence in their daily lives. We stand against the life-threatening cuts to domestic violence services. We stand against austerity.

In the UK, two women a week on average are killed at the hands of a partner or ex-partner. The cuts make it harder for women to leave dangerous relationships and live safely. Safety is not a privilege. Access to justice cannot become a luxury. Austerity cuts are ideological but cuts to domestic violence services are fatal.

Every woman's experience is specific to her; as intersectional feminists we understand that a woman's individual experience of violence is affected by race, class, disability, sexuality and immigration status.

Doors are being slammed on women fleeing violence. Refuges are being shut down, legal aid has been cut, social housing is scarce and private rents are extortionate.

What's more, local councils are selling out contracts to services who are running them on a shoestring – putting the safety of survivors at risk and deteriorating the working conditions for those who work with abused women.

To those in power, our message is this: your cuts are sexist, your cuts are dangerous, and you think that you can get away with them because you have targeted the people who you perceive as powerless.

We are those people, we are women, and we will not be silenced. We stand united and fight together, and together we will win.

Demands

- No more cuts to domestic violence services
- Restore funding that has been cut
- Secure funding for specialist domestic violence services; this should be ring-fenced at a national level.
- Local Authorities to fully meet the demands of their communities, recognising that different women have different needs.

- Guaranteed access to legal aid for women experiencing domestic violence.
- Provide access to safe and secure social housing for women who otherwise cannot afford to flee.
- Panic rooms should not be classified as a spare room under the Bedroom Tax.
- Safety should not be subject to immigration status; extend access to safe housing to women with no recourse to public funds.

Cuts to domestic violence services

The government's austerity agenda is a lie: one that has a huge human cost. The cuts – which are a political choice, not a necessity – disproportionately affect women; particularly poor women, women of colour and trans women.

Near the beginning of this government's last term in office, at the national domestic violence charity Women's Aid's 2010 conference, the Home Secretary Theresa May declared, "My ambition is to end violence against women. By working together we can." In spite of this, the government has introduced an array of policies that have landed more women in dangerous situations and reneged on gains made to protect victims of domestic violence over the last few decades.

Domestic violence support services and refuges are continuing to face on-going cuts or threats of closure, as local authorities are failing to prioritise specialist services while attempting to mitigate budget cuts enforced by central government. Contracts for funding are being tendered, meaning that specialist voluntary services are forced to bid for the same funding as public and private sector services, despite scarcely having the time or staff available to do so. Funding contracts are only awarded on a short-term basis, leaving services under regular threat of imminent funding loss and closure.

Local authority crisis loans, which used to provide emergency financial support for people facing destitution, have been removed. This has impacted on survivors of abuse who don't have financial means to support themselves when they flee domestic violence, or move on from refuges and try to secure independent accommodation.

The benefit cap introduced in 2013 has disproportionately affected single parents, including survivors of abuse trying to provide for themselves and their children, by including welfare support such as child benefit, which can also be claimed by working families, as part of the cap. Single parent families are left with significantly less average income than those on a minimum wage income. Many families enlisted in 'Sanctuary Schemes', which provide survivors of domestic violence with a safe room in their house, have been adversely affected by the 2013 policy removing the spare room subsidy for housing benefit claimants (otherwise known as the 'Bedroom Tax'). European Economic Area (EEA) migrants have encountered heavy restrictions on their entitlement to housing benefit and Job Seekers' Allowance (JSA), making it harder for them to live independently.

The duration for which survivors can remain in refuges is more restrictive as refuges attempt to mediate lower budgets and bed spaces with an ever-increasing number of referrals. The housing crisis in areas such as London means that survivors have few options when searching for affordable and appropriate accommodation to move on to. Under the 2011 Localism Act, local authorities are able to discharge themselves of duty to support vulnerable homeless families by referring them on to increasingly expensive and precarious private sector accommodation.

Specialist services with integrated support for disabled survivors, or a nuanced understanding of LGBT and culturally specific issues (such as forced marriage, FGM, or other honour-based violence) are often becoming subsumed by non-specialist generalised housing associations, or these services are disappearing altogether as local authorities direct funds to non-gender specific preventative domestic violence schemes, rather than supporting the needs of existing survivors.

Migrant women subject to the no recourse to public funds condition are increasingly the most vulnerable as they cannot access mainstream welfare benefits or housing support, whilst also encountering difficulties navigating an unfamiliar system when English is not their first language. There are increasing accounts of refuges and other emergency accommodation services refusing support to migrant women because they are considered more of a financial liability for services that are already oversubscribed. Even women who are eligible for public funds under the Home Office's Destitution Domestic Violence Concession (introduced to support those on spousal visas who encounter domestic violence) are denied support because their needs are considered too complex.

One of the terms of the 2014 Immigration Act requires landlords to profile and check documentation of migrant renters, making it increasingly more difficult for survivors with insecure immigration status to obtain accommodation in safe and non-exploitative circumstances when fleeing abuse. The Act also details charges for migrants accessing healthcare; forcing medical staff to act as immigration officers by checking documentation of patients. It is increasingly difficult for survivors to access appropriate medical support for pregnancy, physical injuries, or mental health issues because they risk potentially incriminating themselves. The increasing privatisation of vital GP services, such as providing medical notes, means that survivors are finding it harder to secure statutory evidence of domestic violence for legal aid and immigration applications.

Extensive legal aid cuts mean that survivors have difficulties accessing appropriate legal advice if they need to challenge a local authority's decision not to provide accommodation support. A small concession was made for domestic violence sufferers in family law matters as part of the 2012 legal aid reforms, but strict evidence requirements mean that an increasing number of survivors have been forced to face their abusers in court because they cannot secure appropriate legal representation. There is barely any legal aid for most immigration applications and a reduced pool of reputable immigration lawyers to provide affordable and appropriate advice. In an environment that is increasingly hostile to migrants, abusers take advantage of the fear that those with an insecure immigration status have of being detained or deported to keep them trapped in abusive situations.

All of these issues have created harmful barriers for women who wish to escape abuse, with destitution and homelessness increasingly seeming like the most realistic alternative to staying in an abusive relationship. These policies have unequivocally increased the risk faced by victims of domestic violence.

What is direct action and why do we use this method?

What

Direct action is a campaigning tool we can use to reveal a problem, shed light on an alternative, or demonstrate a solution to tackling a social issue. It can take many forms, from blocking a busy road and staging a 'die in', to occupying a runway to stop planes taking off. It can be as big as hanging a banner off parliament or as small as interrupting a man sexually harassing a woman on public transport. Whatever form it takes, its purpose is to be disruptive.

Direct action can be a really powerful way to affect change. Even if you don't see the exact result you want immediately, over time it can contribute to changing the conversation. For example, when UK Uncut started occupying Vodafone stores in 2010, the public began to talk about cracking down on tax avoidance as an alternative to austerity. These days, it's an issue commonly raised in parliament.

Why

Taking direct action is empowering. Do you ever feel angry about the social injustice in our society, and the harmful decisions that those in power continue to make? Sometimes it can feel overwhelming, as if we don't have the power to change the things we want to. Standing up for what you believe in is a fantastic way to take that power back.

Sometimes it's just necessary. We often feel like we've exhausted all other avenues of the democratic process. Over 1 million people marched against the war in Iraq, but nobody listened. Sometimes making a real change means taking it a step further and tackling the problem at the source.

Direct action doesn't necessarily mean breaking the law, but it can. Keep this in mind – laws aren't unchangeable, they simply represent the views of those in power at this point in time. Many campaigners, activists and ordinary people before us have put pressure on the government and effectively changed laws where necessary.

How we organise

Intersectionally: sexism and misogyny do not exist in a social vacuum but are shaped by and interact with all other forms of oppression and exploitation: this includes ableism, racism, xenophobia, class exploitation, homophobia and transphobia. When we organise it's important to recognise these intersections: our activity against sexism is not going to be effective if we don't also fight the other forms of oppression and exploitation that reinforce, interact with, shape and are shaped by sexism and misogyny.

Feminism also has a history of being exclusive; a history whereby the concept 'woman' in practice meant white, middle class, straight, cis and able bodied women. A feminism that will ever have the power to truly dismantle sexism and misogyny must be a feminism that includes all disadvantaged women, their experiences and their organising needs.

Intersectionality is not just about recognising that all oppressions and exploitation are connected. It's also about organising in a way that means our feminism is relevant to all disadvantaged women. This includes, but is not limited to, challenging all oppression that manifests itself in our meetings and actions. Organising actions that explicitly connect to the issues working class women, women of colour, trans women, queer women and disabled women face. Researching and discussing the issues working class women, women of colour, trans women, queer women and disabled women face on our social media and in our press releases. And finally making space for these women to lead on organising around their multifaceted oppressions.

Domestic violence is a form of gendered violence; while there are exceptions it is predominantly inflicted on women by men. It is, however, important to make sure we're not organising in a way that is heteronormative or cis-normative. Trans women, gender non-conforming and non-binary people are also disproportionately affected by both state and interpersonal violence. Our groups, communities and campaigns must reflect this and involve all those (trans, cis or non-binary) who are affected by women's oppression. Sisters Uncut therefore operates an inclusive gender policy for our meetings and actions which aims to include all those affected by gendered domestic violence*.

It's important that our gender inclusion policy remains fluid and open to change in order to reflect the various ways those affected by gendered domestic violence who want to organise with Sisters Uncut may come to understand their gender.

*Our gender inclusion policy is included in an appendix to this document.

In safe spaces: Sisters Uncut meet in safe spaces that are not open to men. They are open to everyone who self-defines as a woman, or experiences oppression as a woman; this includes trans women, intersex and non-binary people. Safe spaces allow us to organise in a way where we are free from oppression and can support each other without our voices, opinions and experiences being marginalised, interrupted and criticised by men.

The group also includes a number of domestic violence survivors, who feel both physically and psychologically safer in women-only spaces; this counts for both meetings and actions.

Previous experiences of organising in mixed settings had been of undemocratic meetings and processes, women's voices not being heard and their needs not being met. This was not how we wanted to organise because it's both exhausting, unprogressive and unproductive. We wanted to create a safe space for survivors to be involved in organising, with their needs being front and centre, and to create a movement led by those experiencing oppression.

We have a safe spaces policy that we read out at the beginning of every meeting, which is in an appendix to this document.

Non-hierarchically: we are a non-hierarchical collective who operate by consensus. This means that everyone's voice has equal share, everyone has equal power and decisions are made by the group. The consensus process is detailed in the 'Meeting Facilitation' section. Having a flat, inclusive structure both strengthens us as individuals and a group: we do

not rely on a leader or a certain set of individuals, and everyone has the skills and knowledge to keep the group running. Everyone gets a chance to develop new skills, facilitate meetings and learn from each other.

In working groups: working groups are smaller groups separate from the rest, which meet independently to take on a task. For example, your Sisters Uncut group might have within it: a media group, a communications group, a fundraising group, an outreach group or whatever else you need. These groups can be whatever size they need to be.

If you've got new people at your regular meetings and you split into working groups for a period of time, it's a good idea to let them know that they are free to move between groups if they want to. Make sure to keep up with any commitments you make to the group, and complete any tasks you've taken on.

It can be a bit intimidating at first to join the group you'd love to work with, if you feel you don't have the necessary experience. How about arranging a skill share from someone in the group that has past experience?

Why?

The reason behind splitting into working groups is really just to get stuff done. Sometimes a decision will need to be made, or a task completed, that really doesn't require the attention of the whole group. It can be time consuming to make lots of small decisions in this way, but splitting into multiple groups that can meet at the same time can be a good way to save time.

How?

This part is really up to you. There might be a section for working group time set aside in every regular meeting you hold. This is a good way to make sure the group is maintained – from posting regularly on the social media to checking the emails – but you might find you don't need this routine. See what works best for your group.

If you've got working groups meeting at the same time, it can be a good idea to have one person feed back to the wider group afterwards to update on any decisions that have been made. This way everyone still has an idea of what's going on.

If a group is meeting to take on a one-off task, for example, drafting a new policy, then make sure to bring it back to the wider group as a formal proposal so that everyone has a chance to ask questions and hopefully give the consensus to take it forward.

As you start planning your direct actions, you might find that the working groups have to meet outside of the regular meetings. For example, the media team might have to get together the week before an action to write press releases together.

A few tips:

Be careful that the same few people don't take too much on! This is a easy habit to get into, but can have a harmful effect on both personal capacity and the power dynamics within the group. Try to share tasks equally and look after each other.

Security

When organising direct actions, security is key both online and offline. To ensure the safety of all sisters in your group, a few precautions need to be taken.

1. Try not to mention names and specific details when discussing past or future actions. As outlined in our safer spaces policy, sisters should try and avoid mentioning who did what, or who was where at a certain action. (This also goes for actions that are being planned for the future). In the very unlikely circumstance that there is an infiltrator in the group, putting a name to an action can be used against that sister in court.

When in doubt, try speaking broadly rather than making specific references to details (locations, times, names etc).

2. Privacy in smaller groups. When planning a direct action, sisters should create smaller working groups to cover specific areas they are interested in, such as banner making, logistics, press, etc. If one of these groups was planning a smaller, riskier action within the main action, such as occupying a space, it would be better if the group didn't discuss this in the general meeting but met up separately so as not to reveal sensitive information.

3. Discourage members from talking to the Police about Sisters Uncut. Unfortunately, the Police view any direct action group with a lot of suspicion, and will often try to make things difficult for us. But if they're handled the right way, they won't be able to. The golden rule is never to speak to them about anything – even if they seem genuinely interested and friendly/ chatty. Police often use these tactics to try and gather intelligence about activist groups. They are most likely to do this during protests and actions. Please remind Sisters before a protest not to engage with them unless it's absolutely necessary: there is no such thing as a friendly chat with a police officer.

4. Be aware that infiltrators exist. Another way Police have been known to gather intelligence is by sending undercover informants to infiltrate meetings and activist spaces. The media may also attempt to do this just for the sake of a story. There isn't much anyone can do about this, as there aren't any guaranteed methods of finding out if someone is the real deal or not. Furthermore, Sisters Uncut aims to create loving and welcoming spaces and don't want Sisters suspecting each other of being informants to compromise this! It's best to just keep sensitive information secure, as outlined in point 1; and stay vigilant in meetings.

5. Feelings of safety in the group come first. Encourage sisters to be open about feeling unsafe and make it clear you are prepared to take any complaints or concerns a sister has very seriously. If anyone wants to 'opt out' of any action they should know they are 100% free to do so. However, it's a good idea to create roles for all levels of involvement in direct actions, so this doesn't become a problem (for example, some sisters who want minimal input could act as road stewards on a march, ensuring the other sisters' safety).

Meeting facilitation

Sisters Uncut hold weekly, open meetings to share information and plan actions. They are hosted in a centrally located, accessible venue to make sure as many sisters can be included as possible. Each session should be facilitated by different sisters, so as to avoid having leaders and for responsibility to be shared amongst all. It is the facilitator's role to create an agenda for the week's meeting – it might be a good idea to share this with other sisters in advance (for example, on we rise up) to allow for the group's input.

The role of the facilitator is not to push their own agenda, but to bring about an outcome by providing indirect or unobtrusive assistance, guidance or supervision. They must ensure as many voices are heard as possible and the meeting is a productive space.

It is up to the facilitator to ensure all those in the meeting feel included and safe. This includes reading out the Safer Spaces policy at the beginning of the meeting, and taking action should it be ignored. Facilitators should keep the meeting focussed, clarify points, stick to time, vibes check and ensure there is a minute taker. When the meeting is big, it may be useful to break up into working groups.

The role of the facilitator can be shared amongst two or more sisters for convenience, depending on experience and/or confidence of the facilitators, or meeting size. For example, facilitation roles can be split by having a primary facilitator and a "hand-taker", so that sisters in the meeting are not ignored due to the facilitator being concentrated on one specific task.

In meetings, Sisters Uncut use hand gestures to show approval/ disagreement. The most common ones we use are waving hands in the air to signify agreement, waving hands at waist level to signify disagreement, and hands up to speak. This allows for discussions to move quickly and saves us a lot of time by avoiding repetition and interruption in discussions! Please refer to <http://www.seedsforchange.org.uk> for more hand signals and their meanings.

Sisters Uncut always open each meeting with a go around, where each sister can share their name and how they're feeling. This is important as we need to be mindful of others sisters' emotions and capacity at meetings, allowing us to be extra kind and supportive where necessary. Each meeting is closed in the same way –providing sisters with a feeling of achievement and inspiration to come to future meetings!

Consensus

All decisions made by Sisters Uncut are made through full consensus. This is when all members reach an agreement. We believe a majority vote silences many – and all voices are important. Consensus is an empowering means of including everyone – and allows for a decision that all can live with, even if it's not ideal for each individual sister. Sometimes this means it will take longer to make certain decisions, but we believe the revolution must include everyone and consensus is the only way to achieve this.

It is the facilitator's role to hear sister's views, and to allow for discussion around certain points and to regularly vibes check (through the use of hand gestures) to ensure all sisters are happy with the direction of the discussion and contribute to the decision making process.

Technology

We use two main resources to connect with each other in between meetings:

1. We Rise Up (website) - <https://we.riseup.net/>

We Rise Up is a message board site developed and maintained by activists. They offer a free alternative to corporate providers, many of whom compromise the privacy of users by scanning and recording data, conceding to government demands, restricting digital freedom and failing to have strict policies regarding user's privacy. We Rise Up use data encryption and don't store any data, including your IP address - so it's much safer than sites like Facebook and Google Drive!

One of the sisters of your local branch should create an account on the site, and then create a group that all local Sisters can be added to. Other Sisters may join this group once they receive an invitation via email, so it's good to collect sisters' email addresses for this in meetings. In order for Sisters to join the group, they must create their own free 'We Rise Up' accounts.

Once that's done, you can use it to share files such as minutes from meetings, drafts of articles, plan outlines, itineraries, lists, images and also use a piece of in-built software called 'Doodle' to conduct polls about Sisters' availability for extra meetings, actions, socials, and other events.

When you create a wiki page on We Rise Up, others are able to edit it. This is why it's a great platform for collectively organising agendas in advance of meetings, as well as posting minutes up afterwards.

2. Telegram messenger (app)

For Sisters who have smartphones, Telegram is a great way to stay in touch without leaving trails of data behind, as you would texting or using another messaging service such as WhatsApp.

Messaging on Telegram is encrypted, and you can even set a timer so messages 'self-destruct' after they have been read. You can add people's phone numbers into groups and conduct group instant messaging, so it's great to have one Sisters group for general discussion. Other smaller groups can be made for more specific discussions relating to smaller working groups etc.

It's available for free on Apple, Android and Windows Phone app stores.

When new sisters come to meetings, explain to them what these services are and ask for email addresses so you can invite them to your Sisters group on we rise up. Also encourage them to download the Telegram app onto their phones.

How to plan an action

Decide strategy first

- Think about what you want your action to be and how much capacity the group has to make that action happen. Actions don't have to be big to be successful, they just have to be well thought out; remember the first UK Uncut action only took 9 people sitting in a Vodafone store to push the company's tax-dodging to the top of the national news agenda.
- Once you have decided on your action, think about what groups it might be good to reach out to for collaboration i.e. any groups taking action on housing around your area? Any groups working with cuts to Legal Aid?
- Making it visual (i.e. sisters have colours, beautiful displays such as wreaths, flowers, holding a memorial for women killed)
- Good to think about compiling lists of local media to contact in the lead up to an action to create a bond and start communicating.

What will you take action on? This four-way chart can help you decide!

Issue

What specific issue regarding cuts to domestic violence services are you going to tackle?
Housing? Migrant women? Refuge space? Out-sourcing of DV services?

Target

Who will be your target? For example, if the issue is housing, will you target local council offices? A property developer who is developing social housing?

Tactic

What is the tactic that you are going to use? Will you occupy a building belonging to local council? Will you go to the house of your MP defending housing for vulnerable women?

Hook

What is happening in the media currently that will makes this action particularly relevant?
i.e. Doing an action on Valentine's Day to coincide with Reeva Steenkamp's murder.

Timeline for planning action/ roles of working groups

Different working groups you will need and their roles

1. Media Crew:
 - Ring around to local and national media
 - Press release
 - Prepares Key messaging beforehand (what is the take away message that you want the media to remember, keep bridging back to this)
 - On-site media: Happens on the day at the action, talking to journalists there.
 - Off-site media: Happens away from the action, probably with the phone number given to the media (quite a good idea to get a cheap sim only deal and a £5 phone)

2. Logistics Crew:
 - How will you take the space that you want?
 - Think about recceing the space beforehand. Go have a look, what is the route you will take. What will you do if you can't use that route?
 - Once you are there how are you going to keep the space?
 - Once it is time to leave, what will be your exit strategy and where will you meet afterwards?
 - Give jobs to people, so who will be ushering people to the space? How will you make sure you can protect their anonymity so that they don't become targets or are seen as leaders?
 - Think about a plan B and C just in case things don't go to plan

3. Entertainment Crew
 - Depending on what your action is will you have music?
 - If so you will need a sound system?
 - Do you want artists there?
 - Will the group create some kind of art there together?
 - Will you need a compere who explains why you are there and what you are doing

4. Props Crew
 - What props do you want for the action?
 - Worth having a big banner
 - Maybe some placards?
 - Things that people can have/hold
 - Sisters Sashes? We always have sashes at our actions, they are good to give out to everyone make people feel a part of it all. Very easy to make

5. Outreach group
 - Group that contacts any other groups that might be working on your chose subjects.
 - Other women's groups
 - Refuges
 - Women's justice groups etc.
 - They will help bring in a bigger crowd for events

Legal skillshares and legal observers

- You want to ensure the safety of all of those who might attend your action so it's really important to learn how spiky your action might be.
- It's also really important to make sure you have legal observers on site. This might require some research into specific groups in your area. It is always worth making sure everyone has bust cards as well. These have handy information on what to do in the eventuality that you are arrested. These can be requested from the Green and Black Cross in London (Protest support line; 07946 541 511 or downloaded here: <https://greenandblackcross.org/bustcard/>)

GANT Chart

This is an idea of how you might want the timeline to look. It is not strict and can be changed around- sometimes you will have less time to promote an action and that is fine. It's important to stay reactive and remember 'hooks'

Weeks before action	Should have completed	Bottom lined by group
8	<ul style="list-style-type: none"> • Four-way chart for deciding on action, conceptualise how you want the action to look • Reccy of space how to take it etc. • Action should be listed on Facebook • Key messaging should have been outlined • 1st press release should have been outlined 	<ul style="list-style-type: none"> • All group/Props group • Logistics group • Media group • Media group • Media group
7	<ul style="list-style-type: none"> • Find media hooks • Write a blog about why you are taking action • Do Media/SM outreach • Do outreach, what groups will be interested • Plan how to actualise the action 	<ul style="list-style-type: none"> • Media group • Media group • Media group • Outreach group • Logistics group
6	<ul style="list-style-type: none"> • Plan nuances in action • Give people roles for the day • Keep plugging action on SM • What needs to be made? 	<ul style="list-style-type: none"> • Logistics group • Logistics group • Media group • Props group
5	<ul style="list-style-type: none"> • Try and get local/national media • Keep posting on SM • Begin making props • Check in with outreach groups 	<ul style="list-style-type: none"> • Media group • Media group • Props group • Outreach group
4	<ul style="list-style-type: none"> • Keep posting on SM- articles, pictures etc should always link back to action • Begin making props • Check in with outreach groups 	<ul style="list-style-type: none"> • Media group • Props group • Outreach group
3	Repeat week four	Repeat week four
2	Repeat week four	Repeat week four
1	<ul style="list-style-type: none"> • Issue press release 2 'why I'm taking action this week' • Do ring round to send press release • SOCIAL MEDIA!!! 	<ul style="list-style-type: none"> • Media group • Media group • Media group

Weeks before action	Should have completed	Bottom lined by group
3 days before	<ul style="list-style-type: none"> • Re-ring journalists to remind them of action- resend press release • Final prep for transporting stuff to event • Briefing so everyone knows what to do on the day 	<ul style="list-style-type: none"> • Media group • Logistics group • Logistics group
Day of Action	<ul style="list-style-type: none"> • Morning- have a small crew re-reccy space to make sure all is well • Organising crew meet earlier somewhere nearby to prep last bits • Post action: go to the pub! Or do something else nice where everyone can unwind 	ALL GROUP
Post Action	<ul style="list-style-type: none"> • Arrange a nice get together with everyone who helped on the action • What went well, what didn't work, did you feel safe 	

Media

How to get media attention

For any action, you'll want media coverage. This is a huge reason why we do direct action, as it has the power to attract a lot of attention and get the public talking about our issue; this in turn can reach MPs and policy makers. A huge plus of media coverage means that more sisters will hear about our work and join the movement.

However, journalists are spoilt for things to write about and you have to make your action newsworthy and of interest to journalists. It might seem like a daunting task to proactively contact journalists, and they might be quite intimidating and rude if they're not interested in your story, but don't be disheartened! If you don't try, you'll never know, and we've had surprisingly good results from a few press releases and ring-rounds.

What is News?

- New
- Timely/Zeitgeist
- Sensation/Controversy
- Exposing/Scandal
- Naked/Sex/Violence
- Shock
- Killer stats
- Hypocrisy
- Mystery/Suspense

Media work should start in good time before the action, as you will need to research journalists to send it to and create a press list with contact details (both e-mails and numbers). You'll want to organise on-site/off-site media roles for the day. On the day of action, it is essential for on-site media to keep off-site fully updated, especially if there are problems or the action is going wrong.

Key Messages

Before every action, and for every press release, all members of the group should have three key messages memorised that sum up the essence of the action. These are sharp, punchy sentences that sound natural when read out, and are easy to remember (for us and listeners).

Online Hype

As well as directly targeting mainstream press, creating hype online and via social media is also important. As well as promoting the event, you can write and post blogs in the run up to the action, create interactive social media campaigns (e.g. 'I'm marching because... signs') etc.

Before the action:

- Define key messages
- Arrange to embed a trusted journalist (ideally broadcast or video) in the action
- Organise a face to face meeting to brief
- Only talk/ send press releases to trusted journalists the day before the action, and the morning of the action. If you are planning a secret action, it's a good idea to embargo the press release - this means that journalists cannot publish anything on your story until a specified date/time. To do this, just write "embargoed until" on the top of the press release.

When the action is happening:

- On-site media calls off-site media to confirm action is go
- Off-site media sends press release
- Off-site media does 1st media ring round:
 - Broadcast is the priority, print secondary
- On-site social media team live tweet and upload photos
- On-site media team look after journalists: Specify a sister/s to look after journalists who attend the event. Often they will want guiding to the most reportable parts of the action and will be eager to get quotes from organisers. Make up some fancy fake names for your quotes to protect your identity though!
- Make sure you have a photographer taking high-quality photos of the actions that you can post afterwards/ send to journalists

When the action is over:

- Off-site media sends 2nd press release and photos
- 2nd release is updated version of 1st with what we achieved, numbers, any arrests, etc.
- On-site sends any action photos to off-site
- Off-site media does 2nd media ring round and offers photos
 - Broadcast is the priority
 - Print secondary
- Have spokespeople prepared (and not arrested!) for interviews
- KEEP CHECKING YOUR EMAIL/FACEBOOK INBOX: After actions you will, almost definitely, be contacted by a huge array of people, including those making media requests. Actions are tiring and you may not have capacity to take on all requests - in fact, you may just want to sit in a pub with your Sisters and relax. But having someone keep an eye out for media requests is vital in these moments.
- Make sure to look after yourself and your sisters first and only agree to take on those that the group feels are important and can practically handle.

Things to consider when writing a press release:

- Promise a certain level of disruption/mystery/brand/zeitgeist
- Make it sound big and exciting
- Publish it on your website/ send it out on social media
- Drip feed the info:
 - Create hooks and suspense
 - Target (strongest hook)
 - Tactic (strongest hook)
 - When – day/time
 - Where – local/national
 - Why – issue/theme
 - Who – numbers attending

You will likely end up sending a series of press releases for each action. This helps you create a dialogue with the media and build relationships with interested journalists. When you send the press release:

- Paste it directly into the body of the e-mail, rather than attaching it: journalists are less likely to read attachments.
- Put the press release title in the e-mail subject line
- When sending it to a big group of journalists, remember to BCC them all!

Press release 1

- To confirm: action date, highlight issue, and either the target or the tactic
- Enable journalists to forward plan and potentially send someone to the action
- Don't give them all the info at once

Press Release 2 (2 – 3 days before action)

- Give them information you've held back (either target or tactic)
- Numbers expected
- How many people are confirmed to attend
- Who will be there e.g. doctors, nurses, disabled people

Press Release 3 (day before action)

- Tomorrow this is happening
- How – without releasing too much info for cops
- Who – public sector workers, celebrities
- Why

Press Release 4 (day of action)

- Where
- What is happening
- Who will be there
- How many will be there
- Why
- Quotes

Press Release 5 (day of action – afterwards)

- Wrap up – summary of action
- Numbers
- Quotes
- Any problems – people arrested, police, etc.

Writing Press Releases

1. Embargo/Immediate Release
2. One line summary of press release (controversy/scandal/embarrassment)
3. Contact details
4. Headline (8 words max.)
5. 1st para: News hook – our action & how it links to zeitgeist story + what/when/where/who
6. 2nd para: Juicy bits – exciting details, controversy, scandal, timely info
7. 3rd para: Context – Sisters Uncut, who's coming, travelling from across country, actions nationwide, background detail of why it's happening
8. 4th/5th para: quotes, key messages, stats
9. Ends
10. Notes to Editors/Address details/Quote references/organisational details/stat references

A sample press release from one of our past actions is included in Appendix 4.

Call round

After sending the press release (both the day before and before 11am on the morning of the action), you should follow it up with a phone call to tell the journalist about the action to make sure they hear the key messages. Be a confident, polite and helpful person that has all the information they need to know. Journalists are very busy and can be impatient.

Key tips:

- For broadcast media, call forward planning desk
- For print media, call specific contact or news desk
- Need to say as much as possible, in shortest space of time
- Say "I'm calling from Sisters Uncut, this is what's happening & when"
- Stick to key messages & stuff that will excite them e.g. fake blood!
- Big up the opportunities for good visuals/ images/ pictures
- Tell them we have great spokespeople they can speak to & give them your number as a contact for them e.g. Sarah Smith the nurse from Essex
- Make it exciting & sensational – sell it!
- Be assured & clear on facts
- Try to confirm – what journos will be attending? what's their contact no.
- Give them your number as key contact and get their contact number and email address.
- Get their contact

A good piece of advice: generally never trust journos – nothing is off the record - so be careful about what you disclose

Reactive Media

If you get interview requests, don't panic! If you're not sure how to respond, tell them you don't know right now & will get back to them in 5 minutes.

Use the ABC - Acknowledge, Bridge, Communicate - formula. It's useful for getting out of a tricky question and getting your point across.

If asked about police – "the action is public so I'm sure the police know about it", "It's up to the police how they react", etc, that sort of thing.

Social media

Social media is a key part of growing our movement. It allows us to broadcast messages to a huge audience. Here are a few tips of best practice for social media:

Twitter

- SPELLCHECK, SPELLCHECK, SPELLCHECK. Check your grammar. Use proper capitalisation. Best not to use abbreviations unless necessary, and pls dnt use txt spk (though Govt for Government and similar is probably ok).
- THIRD PERSON. Avoid "I think..." "I'm sure..." etc as it is disempowering to others and there is no I in Sisters.
- 140 character limit.
- No need for 'please RT', unless @messaging someone with a load more followers than us (it's a humility thing).
- If you're referring to a person or organisation on twitter, use their @name instead of their Real Name i.e @peoplesassemble.
- A @name at the start of a message will prevent the tweet from appearing in the feeds of our followers, unless they follow both people, so if you want to @ someone and want others to see it put a full stop before you tag them, e.g: .@Dis_PPL_Protest
- Quality rather than quantity: it's not helpful to post the same average tweet three times in an hour. One well crafted tweet will go further. It does take time to construct good tweets; spend at least 5-10 minutes juggling with word order and phrasing.
- Retweet others!
- Best times to tweet are between 6.30-10.30pm.
- Don't get into arguments.
- We should aim to post at least once a day to maintain engagement.
- It can be very effective to be the 'first on' interesting news stories of the day. Tweeting about a story first means that it's our tweet that does the rounds and gets RT'd loads. Scan news websites at 8/9am and see if there are relevant stories. Post them up with a snappy message.
- Careful with posting links behind paywalls (e.g. Times)
- If you post something on Twitter, think should you FB it too?
- You can schedule tweets to go out in prime time with software like Tweetdeck and Hootsuite.

Facebook

- 540 character limit on Facebook, so messages can offer slightly more information/use clearer language. But the shorter the post the better: people don't read the whole thing.
- Check when the last post was made. Overposting on FB can lead to less 'likes' which then makes our posts less likely to appear in people's newsfeeds. Unless something is really urgent, it is best to only do a couple of posts per day and to think about when they are going out
- The best times for posting: 7-9am, 12-2pm, 6-8pm.
- SPELLCHECK, SPELLCHECK, SPELLCHECK. Check your grammar. Use proper capitalisation. Don't use abbreviations unless necessary, and certainly dnt use txt spk.
- Take your time. It's worth getting it right.
- Make sure your post makes sense to somebody who does not know as much about these things as we do.
- THIRD PERSON. No "I think..." "I'm sure...", only use 'we' when really necessary – remember we are speaking about and for a network
- Once you have pasted in a link to the text box, and the link has appeared below, then delete the link in the text box.
- Be responsible and think before you post.
- Do engage with threads underneath Facebook status messages by posting links to further evidence/related material. Though don't get into arguments.
- USE PHOTOS!!! they go far!

Community building

Being an activist shouldn't mean we feel the need to sacrifice ourselves for the cause — being a Sister definitely shouldn't! We need to be able to enjoy the liberation we're working for, so avoiding what's called 'burn-out' (see glossary) is really important. This is why we need community, or Sisterhood. Activism is tiring and it is important we are able to replenish ourselves and we feel like we are in a safe environment. Every Sister should feel valued and supported, not expendable.

A self-organising space based on issues like the one Sisters Uncut are taking direct action on is intense; it's both time intensive and will undoubtedly bring up a lot of emotions. To take direct action on something so important and emotive requires trust. In activist circles where the building of a community is not created, trust isn't built as effectively and the actions are not as strong as they need to be.

Things that can help to build a community include:

Opportunities to socialise outside meetings and debriefs after actions

This helps Sisters get to know each other and become friends. Building friendships helps build trust, which is essential to strong collectives. Not being able to socialise outside of meetings and actions, however — because of caring responsibilities, work, or any other reason — shouldn't impact on how involved a Sister feels in the community's planning and decision making: those things should stay within meetings, and anything relevant that comes up outside meetings should be fed into the meeting agenda beforehand or brought up in Any Other Business. Anything irrelevant, meanwhile — gossip etc — should stay outside meetings. When thinking of social ideas, it's worth having some 'dry' events, for sisters who might be alienated by events centred around alcohol, and family friendly events which Sisters can combine with their caring responsibilities.

Power and privilege

It is crucial that when building a community in activist circles, we do not recreate structures and ways of organising that re-impose the oppressions we are fighting against. This is referred to in the safe spaces policy as well as how we organise but is important to address here too. Dissecting our own privilege and recognising the identity and story of those we organise with is key to building a community based on trust and intersectionality. It will be worthwhile considering how you are able to do sessions and create an environment to examine this in order to create a space where people are aware, mindful and able to challenge as well as support one another. This will support the development of trust and solidarity amongst the community of sisters.

Support groups

Sisters of colour, trans*, intersex and gender variant Sisters, LGB sisters, and Sisters with disabilities, all face oppression on those bases as well as on the basis of being (perceived and treated as) women. These oppressions don't stop at the door of Sisters Uncut meetings. While Sisters Uncut should assume collective responsibility for fostering a culture where such oppression is minimised (see the safer spaces policy), support groups of Sisters facing an oppression not shared by every member of the larger group can be invaluable as spaces in which those Sisters can let off steam, reassure each other that it's not just them, and come up with ways of addressing oppression together.

Group culture

A lot of this is covered in the safer spaces policy, but it's also worth going back to the point about burn-out. Every Sister should feel empowered to 'step-up' or 'step back' as necessary: a Sister shouldn't fear being judged for 'not pulling her weight'. Direct action requires a lot of planning and responsibility, but Sisters should collectively understand that individual Sisters know best what they're able to take on. This means no pressuring anyone into taking responsibilities they don't volunteer for, even if it's meant encouragingly — facilitators can make sure this doesn't happen when it comes to action-pointing people. It also means reminding ourselves and each other about the importance of self care and mental health, and being able to be open about these things. In a similar vein, facilitators should make sure that no single Sister takes away too many action points.

Remember that it's ok to have breaks between action delivery and action planning, to take some time just for community building, which is both a form of self care for the group as well as a vital part of creating a strong social justice movement.

Skillshares

Skillshares demonstrate our commitment to learning, developing, sharing and is closely linked to community building.

Sisters recognise that we all have a variety of skills to offer each other and we endeavour to be able to share the skills, knowledge and experience that we can all offer so we can all grow in our learning and confidence these areas.

Amongst Sisters

A skillshare that has been done twice and is particularly advisable for any Sisters Uncut group is one from a sister who works in the field of domestic violence service support. Sisters come from a variety of backgrounds and we know that a lot of sisters work in this area but we also are aware that not all sisters have the same knowledge and experience and so sharing expertise on supporting victims; on the facts that surround domestic violence and the closure of refuges and cuts to funding is vital.

Taking direct action and being self-organising, self-defining women are our core purpose but, in the spirit of wanting to build a community, and knowing the importance of this for activist circles, we aim to allow time for skillshares. This may be directly relevant to the action that is coming up or it may be for broader knowledge purposes and both are worthwhile. They help build trust and confidence in each other and is a way sisters are able to develop, in listening or delivering the skillshares.

External support

When planning an action, there are many things that you may need to take into consideration. Security will be important and being able to support sisters at any action. Therefore, you may consider a skillshare from other activist groups or support in, example, legal advice for activists. It is important here, where possible, to take into account are there sisters that are involved in other groups/activism that can provide these. If there aren't sisters available, allies may be invited but it important there is consensus for this from those in the meeting.

Ways of doing them

Consider how and when you do skillshares. Maybe provide opportunities for sisters to offer their skillset in advance and plan to do one a month, every two months. Thinking what skills you need to share in regard to specific actions is important but also thinking more long-term how to support the building of the community and developing sisters.

Outreach

"If you have come here to help me, you are wasting your time.

But if you have come because your liberation is bound up with mine, then let us work together"

- Lilla Watson, Murri (Indigenous Australian), 1980s.

Firstly, you're already a natural at outreach, as you've already reached out to us! Genuine outreach is not about recruiting people to your cause, but figuring out how so many of our struggles are interconnected and intersectional, creating that genuine bond of learning and solidarity to pull apart bit by bit that which stands in our way. In the hubbub of organising actions, outreach is often forgotten. However, it means building a network of ordinary people strong enough to take on major institutions... like patriarchy! Outreach is the time to make sure you're committed to intersectionality by putting the work in to connect with diverse struggles, communities and individuals who are often underrepresented.

Everyone has different lived experiences and different ideas and perspectives to bring to the table, which is what's so exciting. Here are a few tips on reaching out to groups:

1. Mind map with your outreach working group (or everyone) what communities we could join forces with. Go for the obvious at first: DV groups, feminist groups, Asylum groups, Queer associations, institutions for women of colour, anti-cuts groups, housing groups, groups of people with disabilities, young, old etc. Think intersectional.
2. Put aside a moment to try think out the box. Is there any organisations in your area that people might not ordinarily link together but would make a strong match for solidarity?
3. Check up on their policies to make sure there aren't any major issues with alliances (e.g. if they clash with our gender inclusion policy).
4. Write to them, call them, stop in and see them. Talk to them about their struggle and yours and what you might do together in sisterhood.
5. Develop actions around your new found sisters!

APPENDIX 1: SAFER SPACES POLICY

Sisters Uncut aims to create a respectful, compassionate and kind space where people feel able to express their views and ask questions without fear of reprisal or humiliation.

When you speak, please be mindful that some sisters are survivors of domestic violence. If you need to leave the room at any point, please feel free to do so without apology or explanation.

Our meetings should be inclusive and supportive spaces for all those identifying as women; this includes those with multi-gender identities that include 'woman' and those who experience oppression as women. Self-definition is at the sole-discretion of that sister. If you have any queries regarding our gender inclusion policy, please don't hesitate to ask questions.

Sisters Uncut is made up of a diverse group of women and some of us experience many different kinds of oppression at the same time, such as; sexism, racism, transphobia, ableism, classism and homophobia as well as others. These oppressions are not separate from each other. They intersect with each other, which can be frustrating, exhausting and painful. We all need to be aware of our privileges, which also include less obvious and sometimes invisible hierarchies that can affect the whole group.

Given how diverse we are as a group, as sisters we recognise that there will be times when the group or individuals use their privilege to oppress sisters based on their identity, as this society has raised us to do. This may happen knowingly or unknowingly. As much as we would like to avoid this, we acknowledge that escaping this isn't currently possible. All sisters should feel encouraged and able to call out supremacy when they see it or feel it towards themselves or others.

If you are called out as having behaved oppressively towards another sister/s, please listen carefully to what they are saying. You may not be able to take away what has happened, but reacting well when called out is often a massive step towards healing and remedying what you have done to hurt someone. Even if you think they may be wrong in this instance, understanding why someone is hurt is more important than absolving yourself of having been oppressive.

As individuals and as a group we are committed to supporting each other through this. As a group it is our responsibility to respond to oppression together, even if only one person has acted oppressively. If you are someone with relative privilege, you should try hard to take practical responsibility for responding to oppression within the group - even if you are not the person who has acted oppressively. How we do this, as individuals or as a group should be led by those who are feeling oppressed.

As sisters, we recognise that this document is a guideline and we will be flexible and dynamic when our sisters need support. We will not wait for issues of oppression to arise but will actively work hard to understand each other through building relationships outside of traditional meeting structures. It is through this that we intend to organise intersectionally.

It is also important that the Sisters Uncut meetings are a place where we all feel we can speak safely and securely. In the process of organising direct actions or referring to past actions, please refrain from using the names of those who may have been directly involved in planning, or may be in the future. Smaller groups will be formed to plan details for direct actions when necessary. Even if you may feel comfortable speaking openly about your own actions – please consider how your disclosure may subsequently affect other people within the group. When in doubt, try speaking broadly rather than making specific references to details (locations, times, names etc).

When we come together to organise in a respectful and considerate way, we are creating the change we want to see in the world.

APPENDIX 2: GENDER INCLUSION POLICY

Sisters Uncut is a feminist direct action group that includes all women (trans, intersex and cis), all those who experience oppression as women (including non-binary and gender non-conforming people) and all those who identify as women for the purpose of political organising.

APPENDIX 3: GLOSSARY/ JARGON LIST

Action point

Taking on the responsibility to get something done. For example, "I was action-pointed to answer emails tomorrow."

Affinity group

A small group of people who organise autonomously and take action together, often without sharing details with the wider group.

Ally

A friendly organisation or individual that supports your work whilst you support theirs.

Bloc

A recognizable and united group attending a march or mass action, separate from but a part of the wider group. For example, having a 'women's bloc' on a public march.

Burn-out

When an activist becomes physically and emotionally exhausted due to overworking.

Calling out

Respectfully drawing attention to another person's prejudicial behaviour, so that it can be addressed.

Cis

Someone who identifies as the gender they were assigned at birth, ie. A cis-man or cis-woman.

Feed in

Updating the group with information about a previous discussion or action.

Intersectional

The view that people experience various oppressions in complex and overlapping ways. For example, the experience of being a black woman cannot be understood in terms of being black, and of being a woman, considered independently, but must include the interactions, which frequently reinforce each other.

Intersex

Individuals with variations in sex characteristics that don't allow for a distinct identification as male or female.

Jazz-hands/wavy hands

A hand-signal used in consensus decision-making, to show agreement or 'silent applause' when someone is speaking.

Mic-check

A method of delivering a message to a crowd without a microphone. The speaker begins by shouting 'Mic-check' which is repeated by those around her. She pauses after shouting each line so the crowd can repeat her words.

Non-binary

Someone who does not identify with either 'male' or 'female'.

Skill-share

A training, which may be formal or informal, given to an individual or a larger group on a specialized topic. For example, dealing with domestic violence disclosures or writing a press release.

Solidarity

Showing support for an individual or group whose aims or actions you agree with.

Vibes check

Taking stock of a group's feelings, which may determine the direction of a meeting or next action at a protest

APPENDIX 4: SAMPLE PRESS RELEASE

Feminists occupy the roof of London councils building to protest cuts to domestic violence services

EMBARGOED UNTIL 04.05.2015 (14:00 GMT)

- Sisters Uncut is a women-only direct action group
- 600 women expected to attend central London protest
- Protest warns government not to cut domestic violence services

Contact: Lucy Strange - 07791 500099
Email: sistersuncut@gmail.com

Today all-women activist group Sisters Uncut are taking to the streets to protest cuts to domestic violence services.

With just three days to the election, the group plan a direct action stunt in central London to publicly warn the next government and local authorities that violence against women can no longer be ignored and women's needs must be met.

The organisers expect around 600 women to assemble outside City Hall, central London, to commemorate women murdered by violent partners and family members. The group will then move to create a roadblock outside the London Councils Building, where a roof occupation will take place.

The protest falls just three days after May Day and reflects Sisters' links with the labour movement. Both women's safety and the value of women's labour has been eroded by the cuts. Under austerity, specialist services have lost funding and highly qualified workers have had wages cut or lost their jobs completely.

Local authorities have been encouraged to trade as individuals, creating competition between agencies bidding for domestic violence service provision contracts. This has resulted in domestic violence services being handed over to agencies that run them on a shoestring, giving little regard to women's interests and complex needs.

The smallest organisations have been the worst hit: among those with local authority funding of less than £20,000, the average cut was 70%. For those receiving over £100,000, the average cut was 29% (1)

31% of local authority funding to the domestic violence and sexual abuse sector was cut between 2010 and 2012. (2)

The most drastic cuts have been to the most marginalised groups – between 2010 and 2014, 32 specialist refuges were closed. (3)

Sisters Uncut believe that austerity is unfair, austerity is sexist, and austerity doesn't work. With 2 women a week currently murdered by a partner or ex-partner in the UK, we need to restore lost funding and safeguard further funding for services that can help women to live a life free from violence.

Quotes

Rachel, a domestic violence worker attending the protest, says: "I've seen first hand both the life-saving impact of specialist domestic violence services, and enormous strain on the staff when funding is cut. In order to prevent further compromise to these services, we need adequate funding now"

Joanna is a survivor attending the protest, she fled an abusive relationship 5 years ago and says: "I genuinely believe that without a domestic violence support worker I would be dead - I was lucky - there was someone on the phone who knew what to say, who believed in me and who gave me time to work out what I wanted. I'm protesting because everyone should be allowed access and support from people who understand."

1. <http://www.trustforlondon.org.uk/wp-content/uploads/2013/09/SummaryVAWG.pdf>

2. http://www.huffingtonpost.co.uk/louise-pennington/sos-save-our-specialist-r_b_6181818.html

3. http://www.huffingtonpost.co.uk/louise-pennington/sos-save-our-specialist-r_b_6181818.html