

Reflections from the Interim Chief Executive – four months in

It is an absolute privilege to be four months into my term as Interim Chief Executive at Gilgal. I am deeply committed to creating safe, empowering spaces for women and children affected by domestic abuse, and to advocating for system-wide change that can transform lives and ensure women feel safe in our society.

I stepped into this role at a time of significant challenge, but also of huge opportunity. My focus has been on strengthening Gilgal's foundations so that we can continue delivering outstanding refuge services, while also growing our preventative and place-based community outreach work. Over these first months, I've concentrated on four key areas: safeguarding, governance, financial oversight, and strategic development.

Safeguarding is truly at the heart of everything we do. We've worked to embed a proactive culture across the whole organisation. Every member of staff including our Safeguarding Lead Trustee has completed enhanced training, and we've introduced refreshed policies now woven into supervisions, team meetings, and dedicated safeguarding forums. At Gilgal, safeguarding isn't just a policy; it's a living, breathing part of our daily work.

I've worked closely with our brilliant Board of Trustees to strengthen governance based on transparency, accountability, and forward thinking. Our live organisational risk register, with clear mitigation strategies, really enables informed decision-making. We've also launched a new 12-month organisational strategy that honours our vision, mission, and values — while setting a bold course for future growth and sustainability.

We brought Amy Birch – Interim Finance Director – on board, who has helped us tighten our systems, enhance reserves management, and strengthen compliance and grant reporting. We're streamlining processes to ensure efficiency, clarity, and accountability, giving us the confidence to plan ambitiously.

Building for the future

Looking beyond working with women in crisis, we have begun shifting towards a preventative, place-based model of support. Working with staff and partners, we are exploring Trusted Community Contact Points – safe spaces within GP surgeries, mental health trusts, and



Elisabeth Sheppard, Gilgal's Interim CEO

faith communities – extending our reach into wider communities as part of our preventative service response.

We are working to raise Gilgal's profile, engaging with commissioners, contributing to the Birmingham Domestic Abuse Strategy Board, and partnering with the Cairn Consortium - our sister charities - to explore system-wide funding solutions and opportunities. With the brilliant guidance of fundraising consultant Becky Francis and our talented Comms Manager Amy Davis, we are also developing a corporate fundraising arm to diversify our income and secure our future.

Celebrating our people and our impact

It is a pleasure to work alongside such dedicated and passionate colleagues. The Gilgal approach is rooted in community, with women and children in our services supported by a play therapist, counsellor, IDVA, ISVA, and wellbeing Support Workers. We may be small, but the difference we make is huge. I would like to say a heartfelt thank you to the whole Gilgal team for your hard work and dedication over the past few months, particularly with the move to the new refuge building. I love being part of this team, and I am constantly inspired by the care, creativity and commitment I see every day.

As I look ahead, I'm excited for the next phase of our journey. Our goal is clear: to continue delivering exceptional refuge services, expand our prevention work, and ensure Gilgal remains a resilient, values-driven organisation for years to come.

Breaking free: how Somayya rebuilt her life



For as long as she could remember, every part of Somayya's life had been dictated — where she could go, what she could wear, even who she could be friends with. Somayya knew, deep down, that something wasn't right. Although she was an adult, she wasn't allowed to live freely. She wasn't even allowed to earn her own money, leaving her completely dependent on her father.

Feeling trapped and isolated, Somayya reached out to Women's Aid one afternoon in 2016, simply hoping to talk to someone who would listen, never imagining that she would be offered a place in a refuge. Until then, no one had ever told her that what she was experiencing was abuse. The realisation was overwhelming, but also liberating. With the support of Women's Aid, Somayya was referred to Gilgal.

Relocated to our refuge in Birmingham, Somayya began to rebuild her life piece by piece, free at last from the control of her father. She joined the Freedom Programme,

enrolled in a Maths course through Crisis, and took part in art classes — activities that not only strengthened her skills but also her sense of self. Through friendships with other women at the refuge and in her counselling sessions, Somayya learned about different types of abuse, and that it doesn't always involve violence.

After four months at Gilgal, Somayya moved into her very own flat, experiencing true independence for the first time. "I grew up in a very crowded house, so it was such a relief," she remembers. "The silence, you know, the alone time. I really started to enjoy my own company — and getting to pick what to watch on the TV!"

Life outside Gilgal wasn't without challenges. Somayya missed the friendships and support she had found there. But as time passed, she built the future she had once only dreamed of. She got her first real job, working as a Customer Advisor at Tesco, drawn to the company's commitment to giving back to the community through fundraising and charity support. Over time, she earned more responsibility, and today, she is aiming for a promotion as her dedication shines through.

Somayya's personal life blossomed too. She and her partner welcomed a baby girl, and she is determined to raise her daughter with the freedom and choices she had once been denied. Staying close to her roots, Somayya became a Gilgal ambassador, speaking at events and planning visits to support the refuge that helped change her life.

Today, Somayya's world is filled with hope and determination. She dreams of continuing to grow her career, helping others through her work as a union representative, and most importantly, living a life of happiness, freedom, and self-belief — on her terms.

If you recognise elements of Somayya's story in your own life, know that you are not alone.

Abuse can take many forms, and reaching out for advice is the first brave step toward freedom. Gilgal and Women's Aid are here to listen, support, and guide you.

A good place to start is our Types of Abuse blog. Scan the QR code or visit the Blog section on www.gilgalbham.org.uk for this resource and more.



Volunteer Spotlight: Meet Margaret!

Margaret* joined Gilgal in early 2025 as an administrative volunteer, bringing years of valuable experience from her professional career. From the very beginning, her impact has been clear and incredibly valuable to the team.

Her story with Gilgal began when former CEO Sanja Kalik invited her for a chat. It took just a short conversation for the team to know she was the right fit, so we asked her to start straight away! The team were facing a challenging deadline, so it was truly a case of "all hands on deck." Margaret jumped right in without hesitation.

Margaret first heard about Gilgal through her long-time friend, Board Member Yvette John. At the time, she was volunteering as a receptionist elsewhere but was looking for something more challenging - something that would allow her to put her skills to good use. When Yvette mentioned that Gilgal needed admin support, Margaret was keen to learn more.

When asked what inspired her to get involved, Margaret says it was the Gilgal team's energy and professionalism that immediately stood out:

"I could tell right away that they trusted me, and that I could be helpful across a wide variety of tasks."

Soon after she started, Margaret was lent a copy of *The Desert Will Rejoice* by Dr Christine Parkinson, which shares the story of how Gilgal began in the 1980s. New to the area, and having recently joined a local church, the book deeply resonated with her and strengthened her connection to the charity's mission.

Today, Margaret volunteers around six hours a week with us, and loves being able to work with the whole team. Most recently, she has been working closely with our CEO Lis to update Gilgal's policies and procedures. She has also assisted with contacting suppliers, creating spreadsheets, and conducting research. Her favourite part of the role?

"I enjoy problem solving. When I'm asked to find out about something - either online or in the database - it's satisfying knowing I've been able to lend my expertise to the team."

Aside from being one of our wonderful volunteers, Margaret is a devoted grandmother with four young grandchildren who keep her very busy! One of their favourite things to do is help her settle in and explore her new home after she recently moved house. As well as spending time with her family, she loves to socialise with her friends from church.



Reflecting on what she's learned since joining Gilgal, Margaret says that the experience has reminded her how much she values working in a professional and purposeful environment. She admires the resilience of the team in navigating challenges and hopes her skills can help bridge the gap where resources are stretched, always striving to "make life a little easier for the team."

Her advice to anyone considering volunteering?

"If you have time to offer, whatever your skills, volunteering is very rewarding! It's a fantastic opportunity to meet new people and feel more fulfilled. Not only do volunteers support charities, they often discover just how much it gives back to them, too."

We're so grateful to Margaret for her dedication and for sharing her skills and time so generously. She truly makes a difference to our team and the women and children we support. If you have time and expertise you'd like to donate to Gilgal, visit www.gilgalbham.org.uk/volunteering to find out more.

**Name has been changed for privacy.*

What two powerful podcasts have taught me about domestic abuse

Hi, I'm Chelsey, and I work at Gilgal. Every day, I support women navigating the devastating realities of domestic abuse.

In order to better support the women I work with, I've found that listening to survivors' stories through podcasts is incredibly powerful, as they offer insights and lived experiences that formal training alone can't always provide. Two podcasts in particular, *Narcissist Apocalypse* and *When Dating Hurts*, have profoundly shaped my understanding of abuse, healing, and how best to respond to survivors.



Narcissist Apocalypse is hosted by Brandon Chadwick, who experienced abuse from his narcissist father. He's since created a space for others to share their deeply personal stories of abuse, whether from family members, intimate partners, or others in their lives. Since launching the show in 2019, Brandon has interviewed hundreds of survivors and has earned critical acclaim for elevating their voices. In addition to his podcast, Brandon also runs weekly support groups for survivors of narcissistic abuse. The podcast is informative and heartbreaking, but also manages to be unexpectedly light and entertaining, offering a balance that keeps you engaged while tackling serious topics.

What sets this podcast apart is the inclusion of expert interviews. Lawyers, therapists, trauma specialists, and other domestic abuse professionals share crucial advice for survivors and those who support them. Listening to these episodes has helped me understand the nuanced ways abuse can manifest and continue long after the relationship has ended. It's also been incredibly useful in informing my strategies when working with women at the refuge to help them stay safe during or when leaving an abusive situation.

Brandon does an excellent job of breaking down narcissism and narcissistic abuse, which is especially important in a society where these terms are often overused or misunderstood. Narcissists typically lack empathy, crave control or admiration, and have an inflated sense of self. Some are easy to spot – loud, arrogant, and attention-seeking. However, others are much harder to recognise. These covert narcissists may seem insecure, self-pitying, or even overly generous, making their manipulation less obvious until the victim has become emotionally bonded to them. Brandon's clear explanations help listeners identify the real patterns of narcissistic abuse, offering invaluable clarity when supporting survivors through toxic dynamics. A sobering truth he highlights is that narcissists rarely change; instead, they continue to use others as sources of validation – known as “narcissistic supply” – and their abuse often escalates over time. Understanding this helps survivors break free from the cycle of abuse.

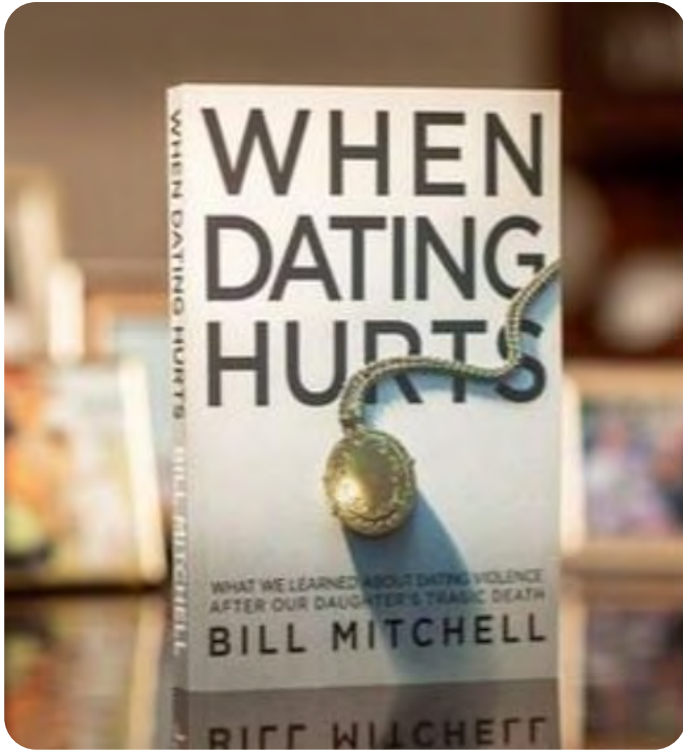
Scan to listen
to *Narcissist
Apocalypse*



The second podcast that I recommend is *When Dating Hurts*, hosted by Bill Mitchell. Bill found himself wanting to help others suffering from domestic abuse after the unimaginable tragedy of losing his daughter, Kristin, who was murdered by her boyfriend just weeks after graduating from university. With the new information he has learned, Bill can look back and recognise the subtle red flags that, at the time, his daughter's loved ones had not seen.

In addition to his podcast, he advocates through talks – particularly at schools – and his book, also titled *When Dating Hurts*. What both the podcast and the book drive home is that domestic abuse does not discriminate. It crosses all lines – socioeconomic status, gender, religion, ethnicity. It can happen to anyone.

This podcast also features survivor stories and expert insights, helping to demystify abusive dynamics. One major takeaway for me is how important it is for victims to hear others' stories. Bill's vulnerability and determination to raise awareness are deeply moving. It can be incredibly inspiring to hear from people who have faced situations as devastating as your own and have made it through to the other side. These narratives reduce isolation, combat shame, and challenge the dangerous belief that abuse is the victim's fault for not leaving. In truth, the blame belongs solely with the perpetrator.



Scan to listen
to *When
Dating Hurts*

For anyone supporting a loved one in an abusive relationship, these podcasts can be a life-changing resource. They offer insight into why someone may not be ready (or able) to leave, how to spot signs of abuse, and how best to support someone through their journey to safety and healing. It can be frustrating to support a loved one who keeps returning to their abusive partner, but when you have a better understanding of what an abusive relationship can be like, it becomes easier to empathise with and support your loved one without judgment, ensuring they know you are there with them every step of the way.

Personally, I've learned so much from these podcasts. From practical tools and resources to deeper emotional understanding, the knowledge I've gained has made me a better advocate for the women I work with. I highly recommend *Narcissist Apocalypse* and *When Dating Hurts* to victims, survivors, loved ones, and professionals alike. They show that no matter how dark the situation may seem, there is always hope and help available.

“You saved my life”; Poppy’s journey to recovery

By the time Poppy* arrived at Gilgal, she had already been turned away by multiple services. Her needs were considered too complex, her risks too high.

She was in acute distress, having been through two relationships characterised by domestic abuse, childhood trauma, and long-term mental health struggles that had never been properly addressed. Her day-to-day reality included dissociation, self-harm, terrifying flashbacks, and moments of extreme distress.

Poppy was fearful, isolated, and deeply mistrustful of professionals, shaped by a lifetime of being let down. She often masked her behaviour, afraid of being seen as incapable or unstable. Underneath this, she was battling undiagnosed autism, severe anxiety, suicidal thoughts, and alcohol misuse that she initially denied.

Despite the complexity of her needs, Gilgal welcomed Poppy without judgment. What followed was a slow, steady journey of building trust, safety, and hope.

From the beginning, staff took a trauma-informed approach to Poppy’s counseling that focused on building safety and consistency. There were no demands, no expectations, just the reassurance that she was in a place where she would not be pushed away. At first, Poppy would have moments of such distress and panic that she would flee the refuge or run through it in a panic.

In order to best support her, our staff took time to be patient and build trust with Poppy, learning her triggers and responding with calm, compassionate care. Because emotional closeness was difficult for her, interactions were kept gentle and predictable. Staff made sure Poppy had space when she needed it, and over time, she began to feel safe enough to lower her guard. As her trust grew, she began sharing details of her past trauma. Her dedicated Support Worker stood beside her through appointments, applications, and assessments, advocating for her needs and helping her secure housing and benefits.

Poppy was also supported to take her medication regularly, which helped her cope during periods of high distress. The structure and consistency of refuge life played an important role in her early stabilisation. During this time, she was able to acknowledge her alcohol misuse and recognise its effect on her wellbeing. With gentle encouragement from staff, she engaged with addiction services and began her recovery journey. When she felt ready, Poppy started volunteering at a local community farm – a significant step that brought structure, confidence, and a renewed sense of purpose.



After two months in the main Jasmine refuge, she made the move to Holly, where she had a self-contained flat; this marked a turning point in her journey, helping her see an independent future beyond crisis. The practical support she received reduced fear and uncertainty in her life, reminding her she did not have to face challenges alone.

Today, Poppy is preparing to move into a dispersed property – her own flat where she will continue to receive support services. She has been sober for over a year, is actively engaged in recovery, and supports others facing similar challenges. She’s aware of her triggers, uses healthy coping strategies, and takes pride in managing her mental health.

“You saved my life. I never knew what true happiness felt like until now.”

Her words reflect just how far she has come.

Here at Gilgal, we approach the needs of all our survivors with care, consistency, and compassion. We are very fortunate to have a dedicated complex needs worker, funded by generous donations and grants. It is due to our amazing staff, who take the time to learn about those who come to us, that women like Poppy can have a space where they feel safe enough to begin rebuilding their lives, at their own pace and on their own terms. Poppy’s journey is a powerful reminder of the real difference services like Gilgal can make, and make healing and hope achievable for all.

**name has been changed for privacy*

The Gilgal Safeguarding Team

As an organisation that works with children and adults at risk, Gilgal has a Safeguarding Team in place to ensure the safety and wellbeing of all the survivors we work with.

In addition to keeping our team up to date with their safeguarding training, they also have a deep understanding of the complexities of domestic abuse and are trained in support roles within the refuge.

At our refuge:

- Lis is our Designated Safeguarding Lead (DSL)
- Christine is our Deputy Designated Safeguarding Lead (DDSL)
- We additionally have two Designated Safeguarding Officers (DSOs)

The Safeguarding Team work closely with the women in our refuge to respond to disclosures, advocate for the women and children in our care, and liaise with external safeguarding bodies such as social services. Their aim is to ensure we provide the best possible support and protection for every woman and child we support.

Louise Bourne, our Safeguarding Lead, sits on our Board of Trustees.



Louise Bourne, Safeguarding Lead

“My role is to provide oversight, accountability, and strategic direction to ensure that robust safeguarding policies and procedures are in place and effectively implemented across Gilgal. Given the vulnerability of the women we support, it is essential that trustees actively champion a culture of safety and vigilance. I meet regularly with the CEO and our internal Safeguarding Team to review practice and promote continuous improvement. The role is a critical link between frontline Safeguarding practice and board level decision making, ultimately helping to protect our women from further harm.”

What is a DSL?

A Designated Safeguarding Lead (DSL) is a specially trained member of staff who’s there to make sure children and adults at risk are safe and supported. You’ll find a DSL in every organisation that works with children or adults at risk, like healthcare providers, charities, schools, and nurseries.

DSL’s job includes:

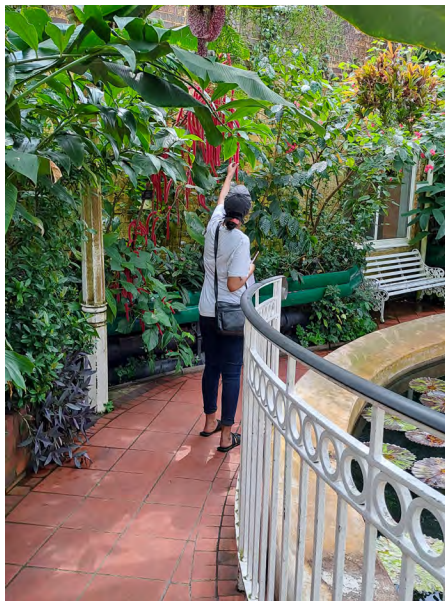
- Responding to concerns about the safety or wellbeing of an adult or child at risk.
- Recording and reporting safeguarding information appropriately.
- Referring serious concerns to external safeguarding bodies (such as the local authority or police).
- Ensuring staff understand how to respond to disclosures – where an individual reports abuse, or signs of harm.

Designated Safeguarding Leads are trained to recognise the different types of abuse, including exposure to domestic violence. They are able to identify signs of abuse and understand how best to support those affected.

If you are worried that you, or someone you know, may be experiencing abuse, get help today. Visit www.gilgalbham.org.uk or contact us on mail@gilgalbham.org.uk for support.

Thrive and the People's Health Trust

Earlier this year, we were delighted to receive funding from the People's Health Trust through their Nature for Health project, helping us continue our much-loved gardening sessions with Thrive Birmingham. As the project comes to an end, we want to say a heartfelt thank you to both for helping us grow such a beautiful garden together.



Scan to read more about our partnership with Birmingham Thrive

Locked Out: Lily's domestic abuse dissertation

Lily Soaper is a University of Birmingham graduate, who joined the Gilgal team earlier this year to undertake research for her dissertation as part of her BA Social Policy.

I joined the team at Gilgal to undertake research for my undergraduate dissertation 'Locked Out: A Socioecological Analysis of Systemic Housing Barriers for Domestic Violence Survivors'. Over the course of a few weeks, I spent around 27 hours with the team at one of the refuges, shadowing the staff to conduct research into the barriers that prevent survivors from accessing safe, long-term housing. I looked at the structural, policy and resource-related barriers, and how these challenges affect both the services supporting them and the recovery journeys of women fleeing from domestic abuse.

My time spent in the refuge with both the staff and the women staying there was eye-opening. I saw first-hand how staff worked tirelessly to navigate a system that too often hindered rather than helped. I witnessed the resilience of women forced to rebuild their lives amid uncertainty. And I came to understand that many of the challenges they faced were not isolated or exceptional, but systemic.

A system built to fail

These experiences are far from unique. They reflect recurring patterns described by frontline workers and documented in research. While it's government policy for local authorities to grant domestic violence survivors 'Band A' priority (a category intended for those with the most urgent housing needs) in practice, this designation offers little protection against delay. As one domestic violence Support Worker reflected, "When I first started, six months in a refuge was considered a long time. Now? It's often over two years."

Behind these delays are deeper structural issues: repeated eligibility checks, inconsistent communication between agencies, and severe shortages in available housing. These issues do not entirely lie at the fault of local authorities like Birmingham; they have been compounded by long-standing structural problems. Policies such as Right to Buy, coupled with years of underinvestment and cuts fuelled by austerity, have eroded the UK's social housing stock. One council representative explained, "We lose houses every week, and we can't build them fast enough." In Birmingham alone, over 24,000 households remain on waiting lists, while just 2,847 homes were allocated last year. Being categorised as 'high priority' means little in a system fundamentally unable to meet demand.

The resulting bottleneck turns refuges – intended as short-term safety nets – into indefinite holding spaces. For survivors, this means prolonged uncertainty and emotional exhaustion, feeling trapped in a system that replicates the control they sought to escape. For refuges, this creates unsustainable financial strain as they absorb costs without adequate funding – funding that austerity measures have stripped significantly in recent years. Between 2010 and 2012, 31% of funding to violence against women and girls (VAWG) services from local authorities was cut, with smaller organisations disproportionately impacted; 70% of smaller organisations lost funding compared to 29% of larger ones. Recent reports by Women's Aid show these funding challenges persist, intensified by competitive contracting that further disadvantages smaller refuges. As a result, refuges are frequently forced to turn away women in urgent need due to extended housing wait times and severely limited capacity.

Trapped in transition: the human cost of housing delays

The emotional toll of prolonged housing instability emerged as a consistent theme across both interviews and observations during the research. While policy tends to frame housing as a logistical challenge, Support Workers spoke about the very real psychological strain placed on survivors who remain in temporary accommodation far longer than expected. One explained that, after several months in the refuge, women often begin to disengage from services entirely; not because they no longer needed help, but because they had lost confidence in the system. This shift was most visible around the eight- to nine-month mark, when women would ask: "Why am I still here?"

In many cases, survivors felt they had no real choice in the process. Birmingham City Council – in an attempt to deal with long housing wait times – utilises a 'two-offer' rule. The rule dictates that applicants be removed from the housing register after a second refusal; while local authorities grapple with the housing crisis, this leaves some women feeling forced to accept poor or unsafe accommodation. Several Support Workers described women reluctantly agreeing to housing that was unsuitable simply to avoid being penalised. These policies, while designed to manage limited housing stock, risk replicating the dynamics of control and disempowerment that survivors are trying to escape.

'The Housing Benefit Regulations (2006)' states under section 7 that you cannot get Housing Benefit for two homes, except in limited circumstances, such as when someone is fleeing domestic violence intends to return to their previous home (Regulation 7(6)). However, when someone moves from a refuge to social housing, their entitlement to Housing Benefit for the refuge must end, and they must claim Housing Benefit (or housing costs through Universal Credit) for the new accommodation (Regulation 7(6)). This lack of overlap causes financial strain on refuges and adds further stress for survivors during an already difficult transition. This research highlighted several instances where women, lacking support from friends or family, had to move out quickly and alone, exacerbating feelings of isolation and anxiety. If the policy were adapted to include a short-term grace period, where both accommodations could be covered, it would ease this transition for survivors and protect refuges from absorbing the financial loss. One staff member explained, "It can cost us £330 per week per room, and if a woman's transition takes two to three weeks, that adds up to nearly £1,000." This lack of flexibility not only financially strains refuges, but forces survivors into rushed and isolated moves, intensifying their emotional distress.

Survivors with No Recourse to Public Funds (NRPF) status face even graver uncertainties. Their access to support is contingent upon discretionary decisions and charity intervention, leaving their safety almost completely to chance. Frontline workers highlighted the precariousness: "We can't afford to house or support more than one or two women with NRPF because we'd lose too much money; we'd essentially be operating at a loss." The absence of dedicated national funding for NRPF survivors exacerbates their vulnerability, reinforcing isolation and instability.

Policy priorities: from survival to stability

The stories shared in this research reveal deeply entrenched issues that require immediate policy intervention. Central among these is the urgent need for reforming Housing Benefit regulations, which currently prevent overlap in payments between refuge accommodation and permanent housing. Introducing a short grace period would offer survivors critical breathing space during transitions, ensuring that they move safely and with adequate support rather than under rushed and stressful conditions.

Equally pressing is the creation of a national, dedicated funding mechanism for survivors with NRPF. As evidenced, the current reliance on charities and discretionary support creates dangerous uncertainty and inequality, leaving many survivors vulnerable and dependent on chance. Establishing clear national funding pathways would eliminate postcode lotteries and provide consistent, secure support for survivors irrespective of their immigration status.

Finally, safeguarding continuity for survivors moving between local authorities is essential. Current gaps in multi-agency responses, such as losing Multi Agency Risk Assessment Conference (MARAC) support during relocations, expose survivors to renewed risks. A robust, cross-county referral and safeguarding system is necessary to ensure continuous protection.

These policy recommendations are grounded in the realities faced daily by survivors and the staff supporting them. They represent tangible, achievable steps toward a system that prioritises survivor dignity, safety, and long-term stability, transforming housing from merely shelter into a foundation for true recovery and empowerment.

This blog is based on research conducted as part of my undergraduate dissertation in Social Policy at the University of Birmingham titled Locked Out: A Socioecological Analysis of Systemic Housing Barriers for Domestic Violence Survivors. Supported through the Jane Slowey Memorial Bursary from Commonweal Housing, the project involved 27 hours of observation and nine interviews with refuge staff, local authority representatives, and a domestic abuse survivor. It used and adapted Bronfenbrenner's ecological systems theory to explore how housing challenges for survivors are shaped across different structural and institutional levels. While the dissertation itself is not publicly available, I'm always happy to discuss the research further or connect with others working in this space.

Lily Soaper, BA Social Policy Graduate, University of Birmingham
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Gilgal are extending our support out into the community with Trusted Community Contact Points.

These drop-in sessions will provide safe, welcoming spaces where women feel comfortable to seek support for a range of needs. Visit www.gilgalbham.org.uk/drop-in-sessions to learn more.

Thank you to our donors

We are so grateful to every individual, group, and organisation who have donated their time, expertise, and funds to us.



Could you donate some time to Gilgal?

We are always looking for volunteers in our Charity Shop - gain retail experience and explore your creativity with our amazing Shop team!
Contact them on shop@gilgalbham.org.uk

Our refuge has an ever-evolving activities programme, shaped by our residents' needs and wishes. Do you have a hobby or skill that you could share with them? From knitting, to baking, to budgeting, we love to include a wide variety of options in the programme.
Contact us on mail@gilgalbham.org.uk

*Please be aware that at this time, Gilgal are only able to accept female volunteers, both in our refuge and in our Charity Shop.
The Genuine Occupational Requirement (Schedule 9, Equality Act 2010) applies.*

Are you a skilled professional who could lend us an expert hand? Gilgal are always on the lookout to add skillsets to our team, from marketing, to finance, to someone who can help us lay slabs in our new garden! Apply to volunteer with us on www.gilgalbham.org.uk/volunteering.
As these roles often do not have direct contact with our residents, we are able to consider both male and female volunteers.

All offers of help are greatly appreciated; thank you for helping us in our mission to support women and children fleeing from domestic abuse.