

Training and Workshops Evaluation

Sundial Centre for Education on Harmful Practices



April 2025 – March 2026



"Amazing session, met everything I needed from the training. Powerful and impactful. I feel I have a better understanding to support me in my role"- Workshop participant

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Contents

Introduction	5
Our training and lessons	6
Facilitation	7
FGM & HBA training and lessons	8
Public Sessions	10
New Lessons & Safeguarding Training	11
Facilitator feedback	16
The Fabric of Shame Conference	17
Train the Trainer	17
Diverse Worlds	18
Web Cafes	18
Additional outcomes and impact	19
Continuous improvement	22
Looking forward	24
Appendix I - list of all sessions	25
Appendix II - meet the team	29
Appendix III - participant and coordinator/organiser feedback listed by topic	34
Appendix IV - evaluation/feedback questions	37

Cover content:

Quote: A quote from a participant in our 'honour'-based abuse and forced marriage safeguarding training.

Image: A tablecloth created by students at Banbury College for our 'Fabric of Shame' conference, June 2025

Logos: Our funders for 2025-26 workshops and trainings.

We don't have one face of the organisation. We have many.

Some are on the frontline of education.

Some coordinate projects while others plan safeguarding protocols.

Some speak. Some listen.

All lead change.

We know that real change doesn't come from one voice alone — it takes many.

It takes cultural insight, lived experience, safeguarding expertise, psychological care, frontline knowledge, and relentless compassion — and we're proud that our model is a diverse team approach.

- A charity where no one person holds the mic all the time

- A team where decisions are made together

- A structure that supports sustainability and shared impact

Because to us, leading change isn't about being the face — it's about working together.

The Sundial Team

Introduction

Sundial Centre for Education on Harmful Practices ('Sundial') is a charity that tackles harmful practices such as FGM/C, early or forced marriage (EFM), issues of abuse and shame affecting people from minoritised communities, as well as working with young people on body image and online harms. The majority of our facilitators are from communities affected by harmful practices. Several are survivors of FGM/C, spiritual and faith-based abuse, and forced marriage and 'honour' based abuse (HBA) themselves and discuss their experiences. We work directly with schools, police, nurses, local councils, GP surgeries, social services and other charities to raise awareness of these issues and teach young people and professionals how to recognise the warning signs, prevent harm and support survivors.

Between April 2025 and March 2026, Sundial provided 211 training sessions, lessons, workshops and presentations. These were for state and private schools and other organisations with audiences totalling at least 5800 participants across the Thames Valley, the West Midlands and beyond. They included 36 **FGM-related** sessions, 25 **HBA- and EFM-related** training sessions and 63 **body image related** training sessions, which included other aspects of this topic such as beauty standards, pornography, and online harms. In the last year, we also created and began to provide several new lessons and safeguarding training, including 23 lessons on **'Expectations, sexism and misogyny'**, 19 lessons and one safeguarding training on **'Dating violence'**, 8 lessons and safeguarding sessions on **'Spiritual and faith-based abuse'**, 1 session on **'Handling disclosures of domestic abuse from migrant communities'**, and 1 session on **'Honour'-based abuse and coercive control'**. These new sessions were created in response to the needs of communities, young people and services, especially in light of the increasing rates of violence against young people, the need for specialised expertise in frontline work, and the rise of technology-facilitated abuse. This has allowed us to diversify our audience and respond to growing demands in the sector for expertise on these issues. We also provided 3 sessions to professionals on **'No recourse to public funds'**, and 2 sessions on **'Intersectionality and domestic abuse'**. We deliver to adult participants, e.g., for safeguarding training both online and in-person, which increases the accessibility of our work.

This report focuses primarily on feedback for our work with schools and professional services, drawing on quantitative survey feedback and qualitative information from our participants and the training organisers. We have also included an overview of other training which represent the 'new directions and developments' of the charity, showing how we are expanding into other topics relating to harmful practices. Other projects, such as our community workshops with Syrian Sisters in Oxford and Sunrise Multicultural Project are covered in separate reports.¹

¹ Attendance numbers for these are included in the totals for this report, with full detailed evaluation reports for each project available on our website at: <https://www.sundialcentre.org/learning-centre/our-reports/>

We would like to thank our funders for the range of work that we have accomplished this year, who are as follows:

National Lottery; Garfield Weston Foundation; West Oxfordshire District Council; The Funding Network; West Midlands Police and Crime Commissioner; Thames Valley Police and Crime Commissioner; Pye Charitable Settlement; Rose Hill Insight Funding; Well Together; Doris Field Charitable Trust, Robert and Margaret Moss Foundation.

Our training and lessons

Over the period covered, we reached high numbers of individuals across a wide range of settings and organisations. Our audience included 1675 school staff and frontline professionals including Border Force UK, GP surgery staff, Metropolitan Police, Local Authority employees, Domestic Abuse Champions, Birmingham Missing in Education team, and other charities such as Asylum Welcome and Voices of Hope. Our audience also included 166 primary students and 3770 secondary school and college students. We delivered 18 safeguarding workshops to 767 school staff members. In addition to school settings, Sundial also delivered 16 sessions to a diverse range of other stakeholders. This figure included a range of professionals, independent groups, and individuals including but not limited to healthcare professionals, youth workers, specialist charity workers and volunteers, VAWG professionals, police service members, local authority staff and community groups. Furthermore, we worked with over 140 attendees across 11 community group workshops. Finally, we contributed to five different conferences and public events.

Our wide audience reach is achieved through social media campaigns (images of which are shown in this report), our partners and funders sharing details of our work, networking at conferences and events, direct approaches to institutions, postcard campaign mailings, repeat requests and word-of-mouth recommendations. We also encourage any schools who have taken part in teacher training to follow up with lessons for their students.



Rubie Marie, Sundial Ambassador and Anti-HBA Facilitator sharing her lived experience at Golden Hillock Women's Centre, South & City College Birmingham, November 2025.

Facilitation

All Sundial training is either facilitated or co-facilitated by a member of a community affected by harmful practices and many delegates have commented that this makes our training very powerful, helping them to see these harms as a reality rather than simply as an academic subject. We arrange for all our facilitators to be DBS checked,² and many undertake additional study and professional development as well as liaising closely with colleagues and project leads to maintain high standards, stay up-to-date and adapt materials according to participant and organiser feedback, or changing cultural norms, language and specialist terminology, etc.³

Sessions for school staff and other stakeholders are generally 90 minutes long, with student lessons usually being 45 minutes to an hour. We are adaptive for time constraints, especially for conference presentations, school assemblies, etc where we often need to work to institutional and other timetables. The sessions we delivered during 2025-26 are listed in full in Appendix I. The team for the workshops and training covered in this evaluation consisted of: Kate Agha (CEO); Fatou Badjie Ceesay (Facilitator and Gender Activist); Zahid Bhatti (Anti-HBA & Misogyny Facilitator); Babs Ceesay (Anti-FGM Facilitator); Dr Kate Clayton-Hathway (Research and Evaluation Director); Alexis Hawthorne (Operations and Research Coordinator); Rashmi Lokapure (Lead Trainer); Rubie Marie (Ambassador and Anti-HBA Facilitator); Vania Martins (Facilitator and Domestic Abuse Specialist); Jhon Reyes (Body Image Facilitator); Dot Pritchard (Operations Manager); Mariama Sallah (Anti-FGM Facilitator); Lea Menezes (Anti-Spiritual Abuse Facilitator); Darius Smith (Anti-Misogyny Facilitator); Adam French (Anti-Misogyny Facilitator); Hemn Mustafa (Community Group Facilitator) and Regina Williams (Anti-FGM Facilitator). Details of team individuals are provided in Appendix II.



Left: Rashmi, our Lead Trainer, and Zahid, Anti-HBA Facilitator, attending South & City College Birmingham to provide lessons on 'Honour'-Based Abuse & Forced Marriage. Right: Vania running a mythbusting activity in our 'Dating Violence' lesson at Lynch Hill Enterprise Academy, Slough.

² On occasion, because the DBS process can be very slow, this has not been the case and we have informed schools accordingly. However co-facilitators without DBS always work alongside a lead facilitator who has full clearance.

³ We also support facilitator development with internal training and updates: see, for example, the 'Train the Trainer' section below.

FGM & HBA training and lessons



Dot and Fatou providing FGM lessons and staff safeguarding at Botley School, June 2025

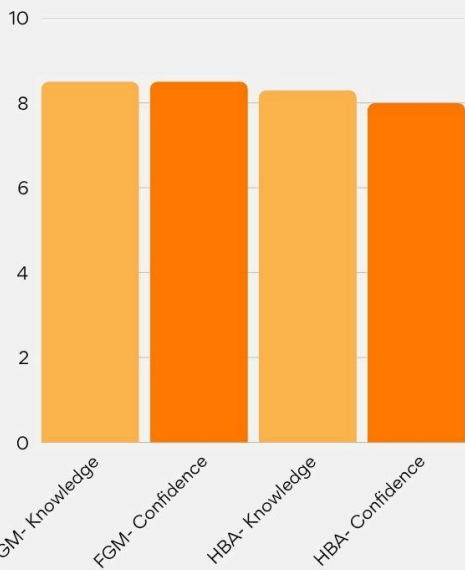
The following section provides an evaluation of our schools and stakeholder work relating to FGM and HBA/EFM. Where practicable (e.g., where we had individual email addresses or a central contact who was able to disseminate), delegates are issued with a link/QR code to an online SurveyMonkey questionnaire (where possible at the end of the session and via a follow-up email through their organisation's coordinator). We use this both to understand how useful the training has been to them, and to learn from them to support continuous improvement in our work.

We record and report on specific indicators for FGM and HBA/EFM workshops, where we ask how *knowledgeable* and *confident* participants feel with these subjects before and after the training for stakeholders and professionals. All questionnaires provide free-text space to encourage participants to comment. In 2025-26, 262 participants completed SurveyMonkey questionnaires after Sundial training. Feedback was very positive, and key results are shown below:



How knowledgeable and confident did you feel about FGM or HBA after you attended this training?

0= not at all knowledgeable 10= extremely knowledgeable



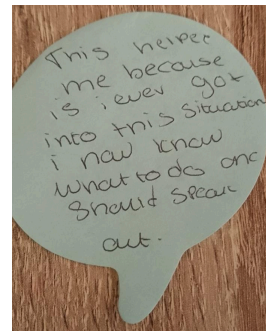
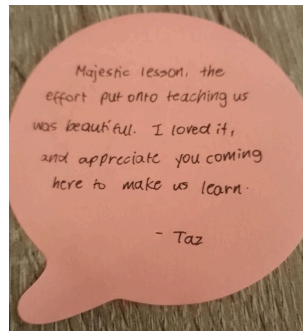
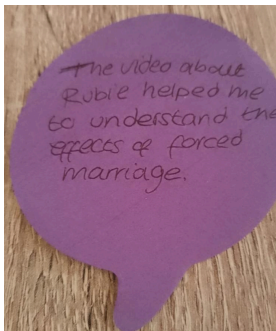
For much of the work we do with young people it is not appropriate or possible to obtain SurveyMonkey feedback, e.g., in school assemblies or classroom work. We then use a number of methods to obtain feedback, including collecting one-word feedback and writing comments on Post-it notes to see how the topics have ‘landed’ with the students.

“On behalf of all of us at the surgery, a huge thank you for a fantastic presentation today. It certainly made us think very long and hard about our vulnerable patients and given us some skills to help them...We greatly appreciate your time and Rubie’s bravery in sharing such a traumatic story.”

Dr Kirsty Rayner, GP & Safeguarding Lead after receiving HBA safeguarding training, December 2025.

“Thank you for today’s sessions at Golden Hillock. The students have fed back saying it was engaging and delivered well. I believe this has opened some of our young people’s eyes and hopefully has empowered them. I hope it has educated them to reach out for help and support if ever needed.”

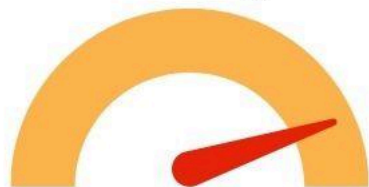
Ishia McKillop, Student Enrichment Coordinator, South & City College Birmingham



An individual coordinating the training within the relevant institution will sometimes collect feedback via their own methods and send this to us. Finally, we collate other feedback from our ‘customer base’, including verbally and via email. We have featured this throughout the report and also Appendix III (along with free-format text from SurveyMonkey responses). The survey questions are available in Appendix IV.

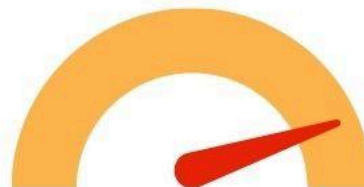
Our other safeguarding training sessions were rated as follows for overall training experience:

Intersectionality Training



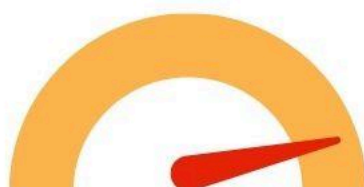
8.7 out of 10

Online Imagery Training



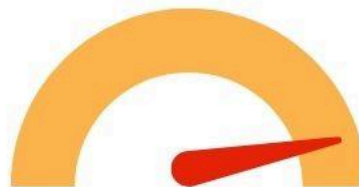
8.5 out of 10

Spiritual Abuse Training



9.0 out of 10

NRPF Training



9.1 out of 10

Public Sessions

Following on from the success of our public sessions in 2024-2025, Sundial once again offered an online programme of training sessions that were made publicly available. We provided two sessions on spiritual and faith-based abuse safeguarding, two sessions on 'honour'-based abuse and forced marriage, one session on online imagery and one session on supporting victim-survivors with No Recourse to Public Funds. A total of 79 participants attended these sessions from a range of professionals, including Designated Safeguarding Leads from schools, NHS professionals, city and county council employees, housing officers and charity employees. There was positive feedback from all of these sessions, including the below response received via email after the training on 'Spiritual and Faith-Based Abuse Safeguarding':

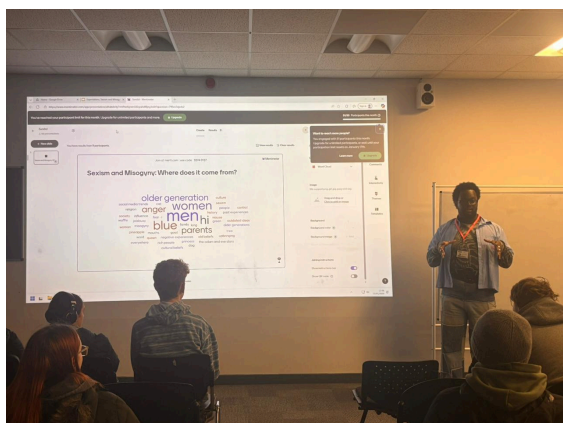
I thought the training was excellent. Vania and Lea were so thorough, engaging and I feel that the training was thoughtfully designed, where lived experience was used to inform training in a practical way and actionable way. I learnt a lot. (Feedback on a public training session on 'Spiritual and Faith-Based Abuse Safeguarding')

New Lessons & Safeguarding Training

Expectations, Sexism and Misogyny lessons and safeguarding

Developing upon our existing work on online harms, social media and pornography, the Sundial team recognised a growing and worrying trend online of misogynistic and harmful content and created a new lesson in 2025 on 'Expectations, Sexism and Misogyny'. This lesson looks at what is meant by sexism and misogyny, as well as the deep and complex reasons why misogynistic attitudes exist. The lesson gives examples of misogyny in different settings, such as the home, schools and workplace environments, as well as relevant laws, and encourages students to be active bystanders and speak to a trusted adult if they are experiencing misogyny. New government advice for RSE provision in the UK curriculum from September 2026 now requires young people to be taught 'to develop positive conceptions of masculinity and femininity, and to understand the harmful impacts of misogynistic online content, including pornography... "involuntary celibates" (incels) and misogynistic influencers... as well as increasing awareness of AI and deepfakes'.⁴ Our lessons therefore cover this content in detail, equipping young people with the tools to recognise misinformation and seek support.

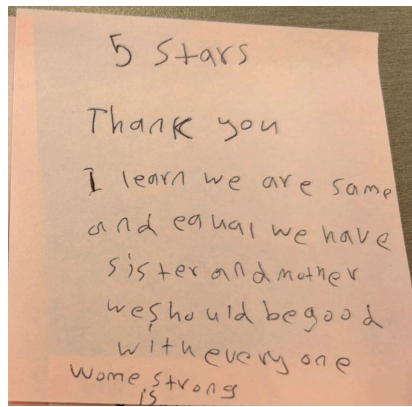
In piloting these lessons, it was noted that when the facilitators consisted of both a male and a female, students were more respectful, responsive and open to having discussions, and therefore it was decided that we would always facilitate these sessions with a mixed facilitation pair. We therefore recruited and onboarded two new male facilitators to work with Sundial on these lessons, which have received very positive feedback. We now have a total of five male facilitators who can deliver workshops on misogyny.



Our new Anti-Misogyny Facilitators, Darius and Adam, teaching college students at Banbury College, January 2026

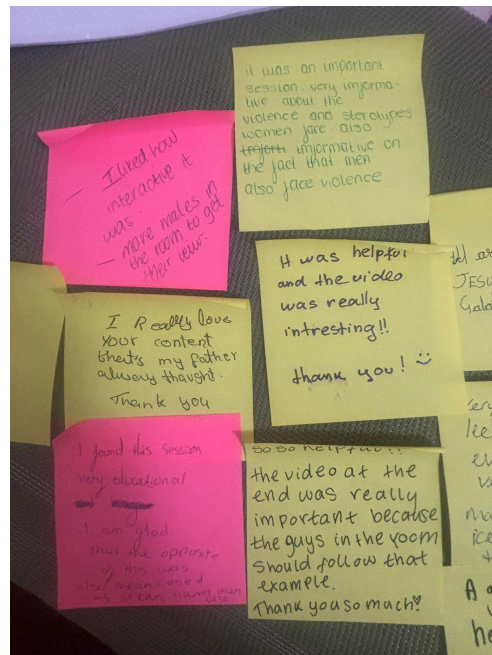
⁴ UK Government Home Office (2025), 'Freedom from violence and abuse: a cross-government strategy', available here:

<https://www.gov.uk/government/publications/freedom-from-violence-and-abuse-a-cross-government-strategy>



“The session was very well delivered at a steady pace, allowing time for interaction and questions. We had a deaf student who was fully supported by the staff with warmth and immense consideration. The content is sensitive; however, it was delivered very professionally.”

Raja Jagirdar, Enrichment Co-ordinator, Student Experience, South & City College Birmingham



Feedback from students and staff on our ‘Expectations, Sexism and Misogyny’ lessons

So far, we have provided 23 lessons on ‘Expectations, Sexism and Misogyny’ to young people across the Thames Valley and West Midlands, teaching approximately 698 students about the potential harms of misogynistic content. We have also developed safeguarding training on this topic for school staff and service professionals who work with young people, which we plan to begin facilitating this Summer.

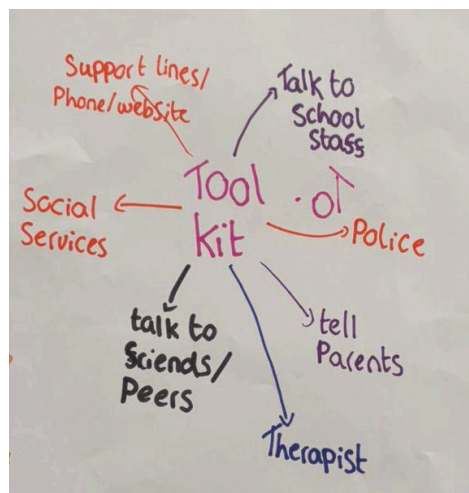
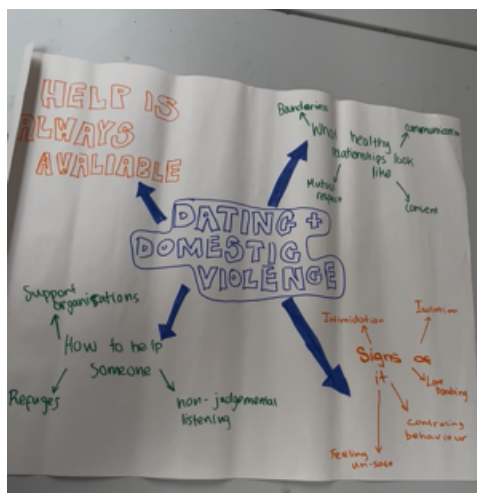
Dating Violence lessons and safeguarding

In response to the growing number of young people affected by inter-relationship violence, Sundial have developed both lessons for students and safeguarding for staff in order to understand and recognise the signs of unhealthy relationships, understand the types of dating violence and be able to identify the impact of abuse and the support and resources available. Since launching the lessons in September 2025, we have so far provided 19 lessons to approximately 140 students.



Vania and Rashmi providing a lesson on Dating Violence at Guildford College, January 2026

Within student lessons, young people are asked to create diagrams of the support available, and how to help someone who might be experiencing dating violence, as well as being given the freedom to express their thoughts on the session:



Diagrams created by college students at Banbury College, September 2025

LOVE YOURSELF

LOVE SHOULDN'T HURT
 LOVE IS KIND
 LOVE IS SUPPORT NOT CONTROL
 REAL LOVE HEALS NOT DESTROY
 LEAVING IS STRENGTH NOT WEAKNESS
 CHOOSE YOU!! , CHOOSE SAFETY
 PAIN ISN'T PASSION
 YOU'RE WORTH PROTECTING

A poem written by a student at Guildford College after our Dating Violence lesson, January 2026.

In regards to safeguarding sessions, we have to date provided one workshop on 'Dating Violence' to Progress Coaches at Activate Colleges. This session was rated 7/10 overall, with participants noting that they rate their knowledge at 6.9/10 after the session, and their confidence in dealing with safeguarding concerns at 8/10 after the session..

Spiritual and Faith-Based Abuse lessons

In 2024, we piloted a session on 'Spiritual and Faith-Based Abuse Safeguarding' for professionals. We have since updated the content of the session and marketed it to frontline services and school staff and, in doing so, received a request from Lordswood Boys School in Birmingham to adapt our training into lessons for their Year 10 students. Our Domestic Abuse

Specialist, Vania Martins, adapted the content for young people alongside our Anti-Spiritual Abuse Facilitator Lea Menezes, who is a survivor of spiritual abuse herself, and together they successfully delivered the lessons in July 2025. We now offer this lesson to students in year 10 and above, supporting them to understand and recognise the signs of spiritual and faith based abuse, and how misuse and misinterpretation of faith and spirituality can lead to forms of harm.

Understanding and responding to disclosures of domestic abuse from migrant communities - Safeguarding training

To expand upon our work with migrants, people seeking asylum and the frontline professionals who work with them, this year we developed a training on ‘Understanding and responding to disclosures of domestic abuse from migrant communities’. In discussions with services who support migrants, it was noted that training that examines the specific needs of migrant groups in disclosing domestic abuse was necessary but missing from existing provision. This training therefore explores the unique challenges faced by migrant communities with insecure immigration status, language barriers, or limited access to services. It provides a deep understanding of the complex realities faced by survivors, including fear of deportation, lack of secure housing, insecure immigration status and limited access to services that often create barriers to disclosure.

The first session was provided to the staff at Asylum Welcome in Oxford, receiving highly positive feedback. Participants rated this session as 10/10, and when asked if the session had made them feel better equipped to handle and assess disclosures of domestic abuse from migrants after attending, they also responded 10/10 that they felt very equipped. Responders rated their confidence after the session at 8.7/10, and all said they would recommend the training to others. One participant expressed that the training was wonderful, and *‘really well adapted for our organisational client base’*, highlighting how our training is individually tailored for each session.



Disclosures of DA in Migrant Communities Training



10 out of 10

Rashmi and Vania at Asylum Welcome, providing training on ‘Understanding and Responding to Disclosures of Domestic Abuse from Migrant Communities’.

Case study: ‘Honour’-Based Abuse and Coercive Control Safeguarding Training with the Metropolitan Police



Rashmi, Rubie and Vania at Charing Cross Police Station training police officers in December 2025

As part of the ‘16 Days of Activism’, Sundial Centre provided the Metropolitan Police with a safeguarding training session on the topic of ‘honour’-based abuse and coercive control. This new workshop was developed by Vania Martins, our Domestic Abuse Specialist with significant frontline experience, and Rubie Marie, Sundial Ambassador, Anti-HBA Facilitator and survivor of HBA and forced marriage. This new session was developed to support professionals to recognise the indicators of HBA and how these intersect with coercive and controlling behaviour, and to help identify children and adults at risk, as well as survivors. The workshop explores “honour codes” in affected communities and allows professionals to build the confidence to sensitively safeguard and support those they work with.

This workshop is now being marketed to other police forces and frontline service professionals to ensure they are fully equipped to safeguard potential victims and survivors.

FEEDBACK



We received highly positive feedback from PC Carla Snook, Harmful Practices Advisor:

“Rubie, Vania and Rashmi recently visited us at Charing Cross Police Station to deliver a talk on Honour Based Abuse and CCB. From the outset, the Sundial Centre were very engaging, and listened to our needs as an organisation, to deliver a ‘bespoke’ presentation to us. Officers who attended, commented on how impactful the presentation was, particularly the lived experience shared by Rubie, and how the theme of her story was incorporated throughout the training. All trainers were absolutely knowledgeable in their field, and delivered the training with a relaxed, approachable manner. We would thoroughly recommend this training to other police services, and agencies who may come across Honour Based Abuse.”



Facilitator feedback

We asked our facilitators to feed back on some of the meaningful aspects of their work with us, to gain some deeper insights on potential for impact. Rubie Marie recalled some sessions that really shifted her perspective—especially when participants asked unexpected questions that challenged assumptions about who is affected by these issues. One young boy asked: “*was the so-called husband forced into marriage?*”, describing how “*that kind of flipped the script for me*”. She particularly enjoys working with women and girls, she feels this work is vital and where her lived experience has real impact.

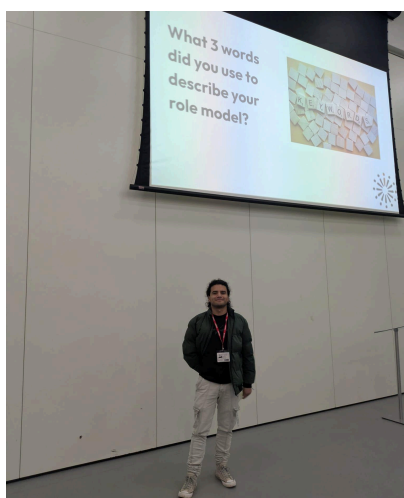
Zahid noted some surprising views shared when working with boys, such as: ‘do men even have emotions?’ and takes this as an opportunity to gently challenge, for example saying that “*... all of us feel angry, down, annoyed, sad*”.

For Lea, her work relating to spiritual abuse has also highlighted how misconceptions and stereotypes can form, particularly with younger groups, and the importance of addressing these clearly and confidently in the moment. In particular she saw that “*...the way we had to navigate it... was to show the actual stats, actual prevalence rate, and how [spiritual abuse] is something that is happening across the regions across the world*”. Another

“As a mental health professional and someone with lived experiences with shame-based abuse, especially spiritual abuse, my experience with Sundial has been incredibly welcoming and empowering. I've felt enormous acceptance and compassion from team Sundial since my first interaction. The entire team is driven towards the protection and upliftment of the vulnerable, and this has always reflected in the way they interact with one another.

My work as a survivor facilitator has been enriching, giving me a platform to not just speak about my lived journey but also interact directly with the stakeholders who work closely with survivors of shame-based abuse. The trainings, lesson plans for schools, web cafe, as well as the fantastic conference that I had the honour to be a part of has encouraged me to be a better trainer and facilitator myself. The positive feedback received in real time, every time, goes to show how essential these trainings are.

Thank You Team Sundial.”
Lea, Anti-Spiritual Abuse Facilitator



key moment for her was seeing participants begin to share their own experiences, showing how creating the right space can help people recognise and give voice to what they've been through. She says “*I remember thinking to myself that this is exactly what I wanted. This is exactly what I am here for. This is the reason why I am speaking my story ... because I want others to be able to relate, to be able to understand ... what they went through*”.

Finally, for Darius, “*the most powerful moments were when assumptions were challenged—sometimes by the participants themselves*”, and this is helpful around difficult topics such as sexual assault. One particularly meaningful exchange involved a young man who stated that a woman

wearing revealing clothes is almost inviting sexual assault. Several of his peer group challenged this, opening up a group conversation. This shows the value of this type of

engagement because “*that might have been the first time that kind of thought pattern was interrupted for this young person*”. Overall, creating space for open conversation, being responsive in the moment, and supporting people to share their experiences all came through as key to making this work meaningful and impactful.

The Fabric of Shame Conference

On 20 June 2025, we hosted our conference, ‘The Fabric of Shame’, at Milton Hill House to mark our ten-year anniversary. The event brought together approximately 80 people, including survivors, practitioners, educators, researchers and community leaders, to explore how shame, reputation and ‘honour’ operate within harmful practices. Highlights included a day of successful cross-sector engagement and community networking; an emphasis on survivor voice and lived experience; and recognition of Sundial’s ten-year milestone.



We conducted a brief internal evaluation, collating internal and external feedback alongside digital engagement and public references. This will inform future event planning and help demonstrate the impact of our work. Feedback described the conference as powerful and praised its emotional impact, strong organisation and high-quality speakers. It fostered deep reflection, learning and motivation to drive change across sectors working on harmful practices.

As part of this, we also partnered with Banbury College students who designed and created our special tablecloths for display at the conference (shown here), following participation in our workshop on ‘honour’-based abuse.



Train the Trainer

In January 2026, we ran a ‘Train the Trainer’ session facilitated by our Lead Trainer Rashmi, welcoming four new facilitators ahead of 2026 delivery. The training covered key topics such as FGM, misogyny, body image, and forced marriage, while also focusing on what makes effective facilitation such as structuring sessions, using thoughtful



language, and confidently handling challenging

conversations. We worked closely with the participants as they explored how to create spaces where people feel able to reflect and think more deeply.



The day also included a session from Ambassador Rubie Marie, who shared her personal approach to storytelling, helping to build their confidence and explore ways to make delivery more impactful. This

session also helped our core team get to know the new facilitators, build rapport amongst us and develop our working relationships.

Diverse Worlds

In 2025, the existing Diverse Worlds group merged with Diverse Communities Working Group in Berkshire (that also covered Surrey Heath, Northeast Hampshire and Farnham). Membership is now open beyond Oxfordshire to services and agencies across the Thames Valley. Meetings during 2025-26 attracted 47 attendees across the four sessions, and covered:

7/5/2025 – ‘BAMER’ Project review discussion: in early 2025, Sundial conducted a mini review of the 2020 Home Office-funded ‘BAMER’ Project implementation (with the professionals involved in delivery). We shared the findings at this DW meeting to collect final inputs.

26/9/25 – presentation from Bushra Akhtar (VAWG Officer at Royal Borough of Kingston upon Thames) on their MARAC structure, nominated as a good practice case study by the COACTION HUB report 'Are MARACs Effective for Harmful Practices Cases?'

11/12/25 - presentation on services from Anti- Slavery Initiative Oxford (ASIOX) (Amy Buchan-Symons, Service Delivery Manager); presentation and discussion on the finalised 'BAMER' Project Recommendations review.

10/3/26 - Jacqui Mukono, from Project Salama, and Cecily Mwaniki, from Utulivu women’s centre, discussed HBA in African Communities.

Meetings are planned to continue the group on a regular basis. Future topics for 2026 include presentations on HBA in Gypsy, Roma and Traveller communities, people seeking asylum and domestic abuse/‘honour’-based abuse and community-coordinated responses.

Web Cafes

During our Hidden Harms Web Cafe series, we were pleased to partner with organisations and survivors based in the West Midlands to look at harmful practices affecting communities in this area and share learning around support, best practice and prevention. This series was kindly funded by the West Midlands Police and Crime Commissioner, and aligned with Sundial’s increasing work across the West Midlands with young people and services.

The sessions included 91 external participants and received very positive feedback regarding how helpful, timely and informative the sessions were. External speakers were praised for the work they were doing in each area and their compassion and knowledge, and Sundial was thanked for highlighting these topics for discussion. The full list of Web cafe topics and speakers is available in Appendix I.

The image displays a collection of 14 'Hidden Harms Web Cafes' fliers arranged in two rows of seven. Each flier is a flyer for a virtual event, featuring the SUNDIAL logo at the top. The fliers are as follows:

- Row 1:**
 - FGM - a conversation with DORCAS, Birmingham** (5th Nov, 12-1pm on Zoom, Speaker: Rubie Marie)
 - Forced marriage - a conversation with Rubie Marie in the West Midlands** (12th Nov, 12-1pm on Zoom, Speaker: Rubie Marie)
 - Dowry abuse - a conversation with Sukhvinder Kaur** (19th Nov, 12-1pm on Zoom, Speaker: Sukhvinder Kaur)
 - Transnational Marriage Abandonment - a conversation with Mindy Mahil** (26th Nov, 12-1pm on Zoom, Speaker: Mindy Mahil)
 - The importance of RSE and conversations on misogyny** (3rd Dec, 12-1pm on Zoom, Speaker: Darius Smith)
- Row 2:**
 - 'Honour'-based abuse - a conversation with Shamida Liaqat** (5th Feb, 12-1pm on Zoom, Speaker: Shamida Liaqat)
 - Conversion therapy - a conversation with Deenah al-Aqso** (12th Feb, 12-1pm on Zoom, Speaker: Deenah al-Aqso)
 - Faith based abuse: manifestations for Indian Subcontinent communities** (19th Feb, 12-1pm on Zoom, Speaker: Sukhvinder Kaur)
 - Spiritual Abuse - a conversation with Gem Wilkins-Ross** (26th Feb, 12-1pm on Zoom, Speaker: Gem Wilkins-Ross)
 - Hidden harms & women's bodies: Perceptions and treatment** (5th March, 12-1pm on Zoom, Speaker: Dr Huda Syeed)

Each flier includes the SUNDIAL logo, the event title, date and time, speaker name and photo, a short bio or description of the topic, and contact information for SUNDIAL (Zoom ID: 861 1325 0327, Passcode: 075203, or email: dot@sundialcentre.org).

Hidden Harms Web Cafe fliers

Additional outcomes and impact

More than ever, UK charities and NGOs are under pressure to show the real-world impact of their work. Funders are keen to see clear evidence that their money is making a difference, so being able to measure and communicate longer-term outcomes, such as behavioural change, is becoming ever more essential.

As an educational charity with a focus on training, we are not always able to identify the long-term impact of our work. In particular, this is because we are mostly able to collect quantitative data and some qualitative feedback 'on the day'. Also, our presence alone can be impactful as a safeguarding resource, by providing support and guidance on occasion when there are disclosures or safeguarding issues and we are there to signpost or advise on next steps.

Longer-term changes to attitudes and behaviours are subject to a wide range of factors, of which our work is only one. Previous attempts to obtain follow-up surveys on training to participants have been largely unsuccessful. However, there are ways to identify the longer-term nature of what we do, not least because of ongoing relationships with particular schools and services. Over time we encourage changes to attitudes and practices that become embedded and normalised in their institutions. Below are details of the various additional outcomes and ways we can identify the effects of our work and/or have created an impact in preventing harmful practices.

New bookings, collaborations and networking

In regards to how we have attained new bookings this year, we have found that word of mouth recommendations and directly contacting schools, colleges and organisations have often been the main ways that we have sourced new bookings. Several of our key contacts at schools who had moved to new employment sought out our services at their new school to provide lessons for their students and safeguarding training for staff. We also worked with multiple schools within an academy as they shared positive feedback of our training offer with one another. By directly contacting colleges, we were able to provide multiple lessons and safeguarding sessions across all campuses of South & City College Birmingham, and campuses within the Activate group across Oxfordshire, Berkshire and Surrey.

From our public sessions and training of groups, such as local designated safeguarding leads and Oxfordshire Domestic Abuse Champions, we also received further individual bookings from participants for their schools or organisations. We have also inspired new ideas for our attendees. For example, after attending our public session on 'No Recourse to Public Funds', Amy Buchan-Symons from the modern slavery charity ASIOX followed up with us and asked us to co-create a workshop on Modern Slavery with them, which will be piloted in April 2026. This workshop will also support our work with people seeking asylum, strengthening our training offer to those working in frontline services.

After training the Border Force on FGM, we received an invitation to speak at the multi-agency 'honour'-based abuse conference organised by the Crown Prosecution Service, the National Police Chiefs' Council and the Home Office. In February, Mariama, Rashmi and Vania presented a talk on 'Barriers to Reporting FGM' at the conference in which Mariama shared her lived experience, which subsequently led to discussions with Yorkshire and Devon Police Forces regarding working with their officers on FGM and 'honour'-based abuse.

From our Diverse Worlds sessions, there have also been several additional outcomes. After meeting Amy from ASIOX at our public training, she subsequently presented at one of the meetings on modern slavery, exploring its interaction with harmful practices. Bushra Akhtar, VAWG Officer for Kingston-upon-Thames, also presented the good practice mark model that is being used in Kingston which reinforced Sundial's work in Oxfordshire and allowed us to send our Domestic Abuse Specialist, Vania, as a representative of Sundial to MARACs, in order to provide specialist knowledge on 'honour'-based abuse. The group is also pursuing the idea to create a language directory to ensure trauma-informed interpretation.

Our Hidden Harms Web Café series also provided excellent networking opportunities, allowing us to nurture relationships with several individuals and organisations such as Sukhvinder Kaur from Sikh Women's Aid, and Mindy Mahil, former West Midlands Police Detective and expert in 'honour'-based abuse and transnational marriage abandonment. We will build upon these connections to ensure we can have even greater impact in services and communities within the West Midlands in the coming years.

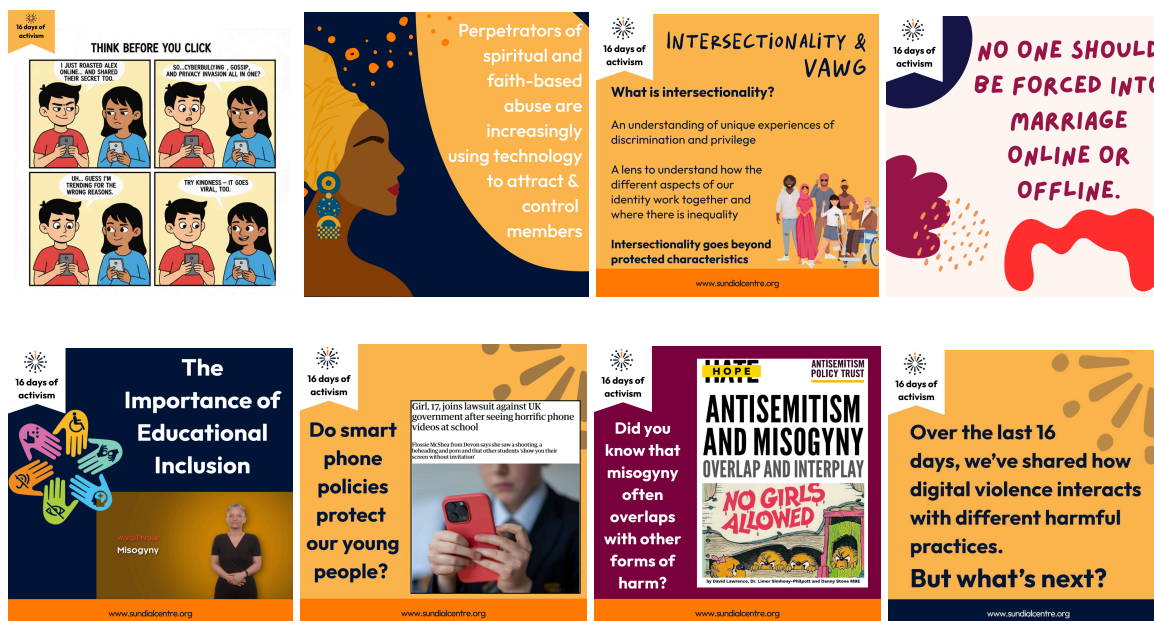
Social media

This year, we have invested more time and resources in cultivating our social media presence and following, to develop our profile and make a greater impact. We have shared content regarding the training and lessons we have delivered, key issues relating to harmful practices, and advertising our public sessions. Across Facebook, Instagram and LinkedIn, we have increased our following, views and content interactions. Our Facebook page content has been viewed over 20,000 times in the last year, and our LinkedIn page has received over 22,000 impressions.⁵



Our social media posts for Safer Internet Day, 2026

We created several social media campaigns around key dates such as Safer Internet Day, International Day of Zero Tolerance for FGM and 16 Days of Activism, and around key issues affecting young people such as 'looksmaxxing', misogyny, forced marriage and intimate image abuse.



Posts included in our 16 Days of Activism Campaign, 2025

⁵ Instagram data is only available for the previous 90 days.

Sundial's Ambassadors

Following the success of our 'Fabric of Shame' conference and the connections we made with thought-leaders in the field of tackling harmful practices, we asked two of our speakers, Dr Roxanne Khan and Payzee Mahmood, to become ambassadors for Sundial Centre. We are so pleased to have these ambassadors on board alongside our longstanding ambassador and advocate, Rubie Marie.

Facilitator feedback

As can be seen from the discussion earlier in the report, our facilitators themselves have been greatly personally impacted by their work with Sundial, allowing them to reflect on their facilitation and personal experiences. Lea, as a facilitator and survivor of spiritual and faith-based abuse, expressed how her experience working with Sundial has been empowering, uplifting and enriching, allowing her to connect with stakeholders about her own experiences and effect change. A key element of Sundial's work is collaborating with survivors and subject experts, and we continue to provide mutually beneficial relationships with our facilitators to ensure we have a broad impact, both internally and externally to the charity.

Collaboration with the University of Birmingham - LEAF Project

This year we have continued to partner with the University of Birmingham on the ESRC-funded LEAF Project, exploring 'Language in education about FGM' in the West Midlands. Sundial is a Research Partner for the project as an organisation that provides FGM education and creates resources and materials on the topic. In the last year, we have consulted in the creation of survey questions and helped to arrange focus groups in a school in the West Midlands. We look forward to the next phases of the project and engaging with the emerging findings that can contribute to our work.

Continuous improvement

Evaluating the process and content of our work is embedded into our team structure, and we foster a culture of continuous improvement. Based on feedback and team reviews of our work this year, for example, we have incorporated a number of changes to our materials and working practices.

Dr Roxanne Khan is Founding Director of HARM (Honour Abuse Research Matrix) – a global network reforming domestic abuse policy and practice and author of *The Psychology of 'Honor' Abuse, Violence, and Killing* – the first textbook on this topic for safeguarding and criminal justice practitioners, researchers, and students. As part of our engagement with Dr Khan, Sundial has also become a member of the HARM network.

Payzee Mahmood is an award winning activist, campaigner and public speaker who consults on issues of gender equality. She is a survivor advocate, having experienced child marriage, 'honour' based abuse and FGM. Payzee brings her personal experience, fearless advocacy and experience of VAWG campaigning to all the work she does.

Safeguarding and feedback

We are very grateful to receive feedback from all of our participants, and take time to reflect upon this within the team. Some of the feedback we received this year included:

- More broadly in terms of continuous improvement, feedback from safeguarding training often requested further case study examples to be able to explore the presentation of the issue and how to practically safeguard against it.
- Student feedback was generally very positive, although some requested further interactivity which we have subsequently built into the lessons.
- After one session at Golden Hillock women's centre on 'honour'-based abuse and forced marriage, a student described the importance of the sessions and that she wished we could do further sessions with parents. We have since explored this further by contacting parenting associations and local Family Information Service Hubs.

In regards to our new lesson on misogyny, feedback has often been more mixed and has led the team to continually reflect on how we can engage every person in the room in understanding the necessity of the topic. We continue to ensure the content is inclusive for everyone in the room, and that boys and men who are participating in the workshops do not feel targeted by the content or materials. By onboarding more male facilitators for these sessions, we have noticed a significantly more positive response, as they are able to engage with young men on a more personal level and share experiences. This has also reduced the amount of potential for conflicting views within the sessions, improving the learning experience.

A key change in regards to our safeguarding processes was also implemented this year. After providing forced marriage lessons to students at Shireland Biomedical UTC in Birmingham, a student expressed via a post it note that our discussion of the 'spoon campaign', in which young people at risk of forced marriage are advised to place a spoon in their underwear to alert airport officials to the danger they are in, would be useful to them in the next six months. This was then discussed with the school safeguarding team to ensure they follow up with the students. To be able to ensure we can pinpoint the specific session in which disclosures like this take place, we implemented a new policy in which student post-it note feedback from each session is separated so it can be traced back to a specific group, and post it notes would be reviewed on the day of the lessons, to ensure immediate follow up.

Other practical changes we have implemented include:

- Establishing lessons tailored specifically for those with English as a second language at various levels, allowing us to further engage with more diverse learners. This has involved research on learners with ESOL needs, and collaboration with schools and colleges to ensure content is pitched appropriately for the best learning outcomes. This has led to expanded resource creation, as versions of our workshops are now tailored towards those with lower levels of English proficiency.

- Remaining abreast of technological advancements in regards to social media and artificial intelligence to ensure we are providing lessons and safeguarding that protects young people from harm. The team engages with new research regarding the interaction of technology and VAWG, and updates workshop content and materials where necessary to reflect the ever-changing landscape of technology-facilitated abuse and online harm.
- Ensuring that our contacts at schools and organisations agree that IT support will be available for facilitators in advance of the sessions to ensure smooth running. This has reduced difficulties regarding technology setup on arrival at schools and organisations, as they are aware of their responsibilities prior to the sessions.
- Reviewing our materials to ensure they are inclusive to LGBTQIA+ issues, and using non-gender specific language where possible. This has been especially important for our lessons on ‘Expectations, Sexism and Misogyny’ and ‘Dating Violence’ as initial feedback from young people suggested that we should broaden our terminology and case study examples to ensure everyone in the room feels included.

In 2026 and beyond, we will continue to monitor and evaluate our work to ensure that what we offer remains current and is meeting the needs of our stakeholders.

Looking forward

The 2025-26 year has been an exciting and busy time for Sundial. We have been connecting with many new stakeholders, communities and organisations, developing several new, timely workshops on current issues and further developing materials on harmful practices to meet the needs of young people, service professionals and communities. In addition to continuing our work with schools and services successfully, we have worked with several new schools, colleges and services this year, allowing us to expand our reach both geographically and in terms of those we can support with learning on harmful practices.

Greater reach can lead to greater impact, and as a committed ‘with and for’ organisation, we will work hard to achieve this as the landscape for diverse groups evolves. In the development of new workshops, we have also welcomed several new, diverse and talented facilitators to our team who bring special skills, rich knowledge and passion for the topic to their sessions. In moving into new spaces, such as exploring the role of sexism and misogyny in the lives of young people, we have been able to address the root causes of harmful practices that Sundial works to prevent, allowing us to provide a holistic training offer that can impact change going forward with young people, people seeking asylum, communities and services. We look forward to seeing what the next year brings us in terms of collaboration, awareness-raising, education and prevention.

Appendix I - list of all sessions

Trainings and lessons

The Hazeley Academy	'Honour'-Based Abuse lesson, Body Image and Social Media lesson, Expectations, Sexism and Misogyny lessons, Online Imagery safeguarding
Sandwell College	Body Image and Social Media lessons, 'Honour'-Based Abuse and Forced Marriage lessons
Cheney School	Online Imagery Safeguarding
Oxford High School	FGM lesson
Sunrise Multicultural Project women's group	Wellbeing series
Wyken Croft Primary School	FGM safeguarding
Botley School	'Who can you tell' lesson, FGM and Culture lesson, 'Honour'-Based Abuse safeguarding
EMBS	Online Imagery safeguarding
Knowles Primary School	'Who can you tell' lesson, FGM and Culture lesson, FGM safeguarding
Lynch Hill	Pornography and Intimate Relations lessons, Dating Violence, FGM lessons, Body Image and Social Media lessons
Thames Valley Immigration Alliance	No Recourse to Public Funds training
Chipping Norton School	Online Imagery Safeguarding
Didcot Girls School	FGM lessons
South & City College Birmingham (Hall Green, Digbeth, Bordesley Green, Handsworth, Golden Hillock, Longbridge Campuses)	Online Imagery and 'Honour'-Based Abuse safeguarding, 'Honour'-Based Abuse and Forced Marriage lessons, Expectations, Sexism and Misogyny lessons, Online Imagery lessons, Body Image lessons.
Oxfordshire Children's Safeguarding Partnership	FGM safeguarding
Voices of Hope	No Recourse to Public Funds Training
Waddesdon Primary School	FGM and Culture lesson

Lordswood Boys School	Spiritual and Faith-Based Abuse lessons
Jubilee Wood Primary School	FGM safeguarding
Holmer Green School	FGM safeguarding training, 'Honour'-Based Abuse safeguarding training
Birmingham City Council- Designated Safeguarding Leads	FGM safeguarding, 'Honour-Based Abuse and Forced Marriage safeguarding, and Online Imagery safeguarding
Thomas More Catholic School	Online Imagery lessons
Asylum Welcome	Understanding and Responding to Disclosures of Domestic Abuse from Migrant Communities safeguarding training
Shireland Biomedical UTC	'Honour'-Based Abuse and Forced Marriage lessons, Online Imagery lessons, FGM lessons.
UK Border Force	FGM safeguarding
Activate College Progress Coaches	Online Imagery safeguarding, Dating Violence safeguarding
Activate: Farnham College	Expectations, Sexism and Misogyny lessons
Activate: Banbury & Bicester College	'Honour'-Based Abuse lesson, arts project, Expectations, Sexism and Misogyny lessons, Pornography and Intimate Relations lessons, Dating Violence lessons
Activate: Blackbird Leys College	Expectations, Sexism and Misogyny lessons
Activate: Bracknell College	Body Image lessons, Online Imagery lessons
Activate: Guildford College	Expectations, Sexism and Misogyny lessons, Dating Violence lessons
Activate: Merrist Wood Campus	Body Image lessons
Activate: Reading College	Dating Violence lessons, Pornography & Intimate Relations lessons
Oxford High School	Pornography and Intimate Relations lesson
Wokingham Borough Council	Intersectionality & Domestic Abuse safeguarding training
Cowley Medical Practice	'Honour-'Based Abuse and Forced Marriage safeguarding
Metropolitan Police	'Honour'-Based Abuse and Coercive Control safeguarding training

D'Overbroeks College

Online Imagery assemblies

Oxfordshire Domestic Abuse Champions

Spiritual and Faith-Based Abuse safeguarding, Intersectionality and Domestic Abuse safeguarding

Conferences and working group presentations

Asylum Welcome and Thames Valley Immigration Alliance

No Recourse to Public Funds and Domestic Abuse

Oxford Brookes University - VAWG conference

FGM, HBA and Forced Marriage Training

IKWRO Conference

The Power of Prevention

Crown Prosecution Service

Barriers to Reporting FGM

Birmingham Against FGM

FGM Panel

Web Cafés

Hidden Harms Web Cafe Series:

- FGM with DORCAS
- Forced marriage with Rubie Marie
- Dowry abuse with Sukhivinder Kaur (Sikh Women's Aid)
- Transnational marriage abandonment with Mindy Mahil
- The importance of RSE and conversations on misogyny with Darius Smith (Make it Mandatory)
- 'Honour'-based abuse with Shamida Liaqat
- Conversion therapy with Deenah al-Aqsa (Hidayah)
- Faith-based abuse - Indian Subcontinent Communities with Sukhivinder Kaur (Sikh Women's Aid)
- Spiritual/faith-based abuse within the Church with Gem Wilkins-Ross (Safe Spaces) and Lea (Sundial)
- Hidden harms and women's bodies: perceptions and treatment with Dr Huda Syeed

Other community work

Syrian Sisters healthy relationships sessions:

- Information gathering session
- Femininity and gender roles
- Healthy relationships, empowerment and awareness within the community
- Raising children

- 'Honour' and abuse
- Forced marriage
- Safety and support
- Feedback gathering session

Sunrise Multicultural Project

- Women's group sessions on healthy relationships

Appendix II - meet the team



Dr Kate Clayton-Hathway - Director of Research and Evaluation

Kate is our Research and Evaluation Director and Co-Founder of Sundial (previously Oxford Against Cutting). Kate specialises in intersectional, gender, equality and diversity issues, using research to drive positive change. Kate also works with a number of research organisations including Oxford Brookes University. She builds on her former successful career in HR and change management consultancy, having returned to study to complete a PhD with Brookes on the social impact of equality law. Kate is a keen human rights activist and long term campaigner for Oxford City Amnesty International.



Dr Alexis Hawthorne - Researcher and Operations Coordinator

Alexis is our Researcher and Operations Coordinator. She has a PhD in Social Anthropology at the University of Sussex, having previously undertaken Masters degrees in Social Anthropology and Social Research Methods. Her research focuses on experiences of mental wellbeing among Ghanaian migrants in the UK, exploring how community practices, gender, family, religion and racial inequalities factor into perceptions of mental health and distress. She is a Research Associate with the Centre for Diversity Policy Research and Practice at Oxford Brookes University working on equality and diversity projects, and has previously worked as Refugee and Displacement Research Assistant for Oxfam GB.



Kate Agha - CEO

Kate Agha is the CEO and Co-Founder of Sundial (previously Oxford Against Cutting). She has experience in one-to-one outreach work with girls and women from migrant communities suffering all types of domestic abuse and 'honour'-based abuse. She has an MA in Humanitarian and Development Practice and previously practiced law as a solicitor. She is married to a Pakistani man. Her research includes violence against women in Pakistan and the effectiveness of the legal system.



Dot Pritchard - Operations Manager

Dot is Operations Manager, working to raise awareness of female genital mutilation (FGM), forced marriage and issues around body image through education and conversation. Dot is a lead facilitator and helps design, review and facilitate Sundial's workshops. She has also been a mentor with Refugee Resource and a trustee for Young Women's Music Project. Dot has a BA in Philosophy and teaches yoga.



Vania Martins - Domestic Abuse Specialist, Harmful Practices IDVA & Diverse Worlds Co-Chair

Vania is our Domestic Abuse Specialist and has 11 years' frontline experience supporting victims of abuse with Oxfordshire Domestic Abuse Services as Team Leader and Helplines Manager. She has worked extensively on violence against women and girls in both the UK and Portugal and Vania has held research roles exploring femicide and life stories of women survivors of domestic abuse, focusing on politicisation and activism as pathways to recovery. She brings specialist expertise in delivering training for Sundial on domestic abuse, 'honour'-based abuse, No Recourse to Public Funds, transnational marriage abandonment and spiritual abuse. Vania also leads on safeguarding.

Vania has a background in psychology and therapy which she has used in her work to facilitate community building and peer to peer support. She has worked with international organisations across the world on gender-based violence with an emphasis on victims of armed conflicts, human trafficking and displacement, as well as women's involvement in peacebuilding. She has experience volunteering with refugees and her current research focuses on border control practices and the impact of the No Recourse to Public Funds rule on domestic abuse victims, families and communities.



Rashmi Lokapure - Lead Trainer

Rashmi is our Lead Trainer and has over 10 years' experience in training and development. Her experience includes designing and delivering training for aid workers to help prevent sexual exploitation and abuse, customising curriculum design and preparing training evaluation. She employs adult learning principles to ensure meaningful, lasting results and has a highly engaging delivery style. Rashmi holds a Bachelor's Degree in Management Studies from the University of Mumbai and a Masters Degree in Occupational and Business Psychology from Kingston University. Rashmi is also a Certified Ashtanga Yoga Instructor, practitioner of Zen techniques, traveller and avid reader.



Fatou Badjie Ceesay - Anti-FGM Facilitator

Fatou is a passionate and dedicated gender activist who is known for her work to end FGM, domestic violence and other harmful practices. She has worked extensively with vulnerable women including refugees, asylum seekers and migrants during her career. Before coming to the UK in 2006, Fatou was involved with women's issues, working as a columnist at a local newspaper in the Gambia, addressing women's rights and equality. Fatou previously worked as Community Outreach Director for Sundial.



Jhon Reyes - Body Image & Pornography Facilitator

Jhon, originally from Colombia, came to the UK as a refugee. He claimed asylum in 2020 due to extreme political riots, the Colombian internal war and sexual identity violence. Jhon holds a BA (Hons) degree in Language from the University of Nariño -Colombia and has over 6 years of experience in languages teaching in different countries, including Jamaica, Colombia, Ecuador, and England. He is currently studying a degree in Youth Work with Roehampton University and works with young people in Oxfordshire who experience mental health issues, drug abuse, domestic violence, homophobia, racism, and bullying. Jhon has also worked to promote the rights of the LGBTQIA+ community and is passionate about healthy activities like sports, arts, music, and dance.



Kaddy Touray - Key Activist and Anti-FGM Facilitator

Kaddy is our longest serving Facilitator, delivering training and supporting communities with Sundial (previously Oxford Against Cutting) from soon after the charity was founded. Kaddy is a survivor of FGM and a qualified Nurse. She uses her lived experience to help families affected by FGM in both her professional work and advocacy in the UK and in the Gambia. Kaddy previously volunteered as Women's Rights Coordinator for Amnesty International Gambia and is a representative of the Oxford Gambian community. She is passionate about stopping inequalities between men and women, ending violence against women and girls, and human rights.



Emma Woods - Body Image Facilitator

Emma is a body image facilitator with Sundial, having started as a volunteer with the charity in 2021. She has also been an active member of Oxford City Amnesty. Emma is currently studying Politics and Social Anthropology at the University of Manchester.



Lea Menezes - Anti-Spiritual Abuse Facilitator

Lea is a trained Trauma-Informed Psychologist and a survivor of child and spiritual abuse. Drawing from her lived experiences, she brings a unique perspective to her work with vulnerable communities. Lea has provided psychological support to individuals who have experienced abuse, creating spaces for healing and recovery.



Babs Ceesay - Anti-FGM Facilitator

Babs is a community nurse based in Oxford and a survivor of FGM. She is originally from the Gambia in West Africa and her passion is to use her experience of FGM to fight against harmful and traditional practices. She has worked with professionals and communities to raise awareness and

encouraged sharing knowledge and understanding to help end the practice. She is also a Survivor Ambassador for Savera UK.



Mariama Sallah - Anti-FGM Facilitator

Mariama is an adult care worker who was born in the Gambia. She is a survivor of FGM and has a passion to help the girl child. As a facilitator, Mariama uses her lived experience to help protect girls at risk and support survivors. Mariama has two children and enjoys cooking.



Rubie Marie - Ambassador and Anti-HBA Facilitator

Rubie is a survivor of sexual abuse, domestic violence and psychological abuse, as well as a victim of forced marriage and honour-based abuse (HBA). She was forced into marriage at the age of 15, and subsequently endured family disownment and poverty as a young single parent. Having returned to education, she has contributed to specialised education material for HBA, and is in the process of completing her autobiography.



Zahid Bhatti - Anti-HBA Facilitator

Zahid is a Sundial Facilitator on ‘honour’- based abuse issues. He is the Principal and Chief Executive of EMBS Community College in Oxford and Banbury, supporting young people and adults from disadvantaged backgrounds to enhance their wellbeing and learning. He has worked with the College since 2011 and is a strong believer in inclusive, quality education that engages, inspires and delivers.



Darius Smith- Anti-Misogyny Facilitator

Darius ‘Victoryforu’ Smith is a multi-hyphenate creative across the fashion, marketing, dance and literary industries. He is an advocate for suicide prevention, domestic abuse education and mental health. Being a sexual assault survivor himself, Darius uses his platform to cultivate permission to have open, authentic, brave and safe conversations about masculinity, patriarchy and misogyny. He is also the Press Officer and Workshop Facilitator for the award-winning grassroots campaign, Make It Mandatory. His creativity is rooted in the authenticity of his Christian faith.



Regina Williams- Anti-FGM Facilitator

Regina is award-winning author, motivational speaker, and the first Black Kenyan woman elected as a politician in London, has turned one of the deepest wounds of her childhood into a global campaign for change. She is a survivor of FGM who shares her experience to empower others, having published her memoir 'Blessed Struggles: My journey from extreme poverty in Kenya to professional and political success in Great Britain' in 2024.



Hemn Mustafa- Community Group Facilitator

Hemn is a Community Group Facilitator with Sundial, having joined the team in 2025 with a drive to help safeguard young people in our society from harmful practices. Hemn has worked in sports journalism, and is particularly passionate about raising awareness of misogyny and abuse.



Adam French- Anti-Misogyny Facilitator

Adam French is the Managing Director of Inspired Sport, a youth-focused organisation he founded in 2013. With a background in the public sector, Adam specialises in delivering high-quality sport, education, and engagement programmes for children and young people. Through Inspired Sport, he leads initiatives across primary and secondary schools, holiday camps, and community projects, working closely with schools, local authorities, and partners to support young people—particularly those at risk. His work focuses on building confidence, resilience, and leadership through sport and targeted intervention programmes. Adam has extensive experience delivering projects around mental health, youth development, and crime prevention, alongside mentoring, staff training, and leadership development. His mission is to create positive opportunities that inspire young people to achieve their potential.

Appendix III - participant and coordinator/organiser feedback listed by topic

FGM/C Training feedback

The training was very informative and I thought it was really good to be able to hear someone's story based on their own experience of FGM.
The training was so well prepared and very informative. Mariama sharing her story was absolutely amazing and heart touching.
Very versatile and informative. I felt that I did know about FGM but learning about Mariamas story was so helpful and we feel I have learnt so much more. I appreciate you taking the time for the training so useful.
The lived experiences are very powerful and useful for context
Thank you for a well delivered session and for the speaker sharing their lived experience.
It was well presented.
Really good session
Mariana sharing her lived experience was so powerful on most safeguarding training you do not hear from the survivors. Such a brave woman, so inspiring.
Thank you
No ! Was really informative
Really informative and thank you for sharing personal experience.
All very informative. Thank you
Very well presented
Thank you, really informative
Very informative thank you
It was brilliant
Thank you so much
The trainers were so knowledgeable and good at generating conversation.
Delivered in great way
Found it really interesting and expanded my knowledge
It was such an informative evening. We learned so much, it was very interactive.
No but hearing first hand experience was really informative
No, it was precise, knowledgable and effective. Thank you.
Very clear and well put together

FGM/C learning points/suggestions for improvement

More examples of cultural shift...case studies especially in respect of medicalisation
If slides could be shared.
More personal stories
Maybe a case study for application in practice?
Really liked the questions...plenty of time to ask
Possibly make it a longer session. I guess there are more questions...
Would have liked more information on types, signs etc and it felt rushed at the end due to overrunning.
A print out of the slide with wu stinks as we could not see it.

HBA Training feedback

The session was fantastic. Thank you so much for making it so real and for sharing support available.
Amazing session. Met everything I needed from the training. Powerful and impactful. I feel I have a better understanding of HBA to support me in my role.
An excellent session.
Excellent session thank you so much
No, the video, the lived experience from Rubie and the presentation itself. Keep up this amazing work.
Fantastic training!
Very informative and useful. Having Rubie tell her story helped make it so real. Thank you.
Really informative training
Was really useful
Great mix of information, facts, videos and lived experience. Amazing to hear Rubie's story. Thank you
Very informative
No absolutely brilliant very impressed with the knowledge of the trainers Rashmi was fantastic! Would definitely recommend and do further training with your team'
As always the lived experience really helps to highlight the importance of this training and awareness.
Not at all
No, really informative

HBA learning points/suggestions for improvement

More signs of people at risk
More assistance with pathways and dealing with disclosures
would appreciate more content on how forced marriage is used as part of conversion therapy for "curing" homosexuality. prevalence of it worldwide and how can safeguarding be sensitised towards the LGBTQIA+ community
More specific advice on how health professionals can respond / what to look out for
Sound on the video would make it more engaging even if it is just music.
Iron out technical difficulties with delivery

Intersectionality feedback

This was a nicely paced webinar with lots of interaction from all those who attended. The trainers were excellent at engaging the group while sharing facts and lived experience through video. Thank you for this session.
There wasn't anymore you could've fitted in in this time but it's given me more understanding and questions to go research myself and understand more
It was really informative

Intersectionality learning points/suggestions for improvement

More real case studies in how complex intersectionality issues have been resolved through service support leading to positive outcomes.
To give a brief over before asking about our expectations from the session
Amazing thank you also if you could ask us at the end of there's any connections we have all of us together may know other organisations we could pop in chat . Also ask us if we know

who else could benefit from this training and give us dates of next trainings so we can forward on to others there and then so we don't forget

NRPF Feedback

Trainer was very knowledgeable.

Regular training.

Excellent training.

Excellent training

Would be really interested in you delivering some training to children social care in Bracknell Forest

NRPF learning points/suggestions for improvement

A little more background on the different applications such as the modern slavery route or the DA concession would be good for people who have not heard of them before.

I am a novice to this area and felt there was a presumption of pre-existing knowledge so I found it hard to follow. I did enjoy it though and thank you for your time

Improvements on sound video presentation

Better video quality. Other than that thank you very much! I learned a lot and a lot was confirmed through the session

More ways of having those present to participate (as per the case study) but I appreciate it is a question of time my low score to question 3 is because this is not my role

Online imagery safeguarding training feedback

Really useful information and tips which will serve well when talking to young children around the issues raised. Thank you.

A really informative course - thank you

It was an excellent session that was adapted to support staff in their delivery of PSHE topics.

Both facilitators were incredibly articulate and clear, making the session easy to understand and learn from. I'd love to attend training with either of them again- really interesting, thank you!

No, this session was fantastic in information, design and delivery.

Good use of thought provoking questions to respond in the chat.

No, it was really helpful.

The information share around the legalities of child access to pornography was really useful.

Online imagery safeguarding learning points/suggestions for improvement

Our presenters could have been more engaging/ clear. One was very monotone and still, using filler words like "Erm" all the time. The other was very engaging but hard to understand because she had an accent and mispronounced a couple of words here and there.

Perhaps more break off time indicates ideas with colleagues

Content very secondary school focussed.

More videos or real case studies

maybe include some more interesting statistics? i really enjoyed the ones shown, and they're eye opening for students

Spiritual Abuse learning points/suggestions for improvement

I think break out rooms to enable conversation with participants would be good
--

A break would have been very helpful as a neurodivergent learner like myself. There was a break slide, but no break happened and there was no break further down the line.
--

Appendix IV - evaluation/feedback questions

SurveyMonkey questions

SurveyMonkey questionnaires for the majority of our safeguarding sessions have similar questions to enable comparison, following the below template:

How would you rate this training overall (where 0=poor and 10=excellent)?

How knowledgeable do you feel about [harmful practice] after attending this (where 0=not at all knowledgeable and 10=extremely knowledgeable)?

How confident/equipped are you now about supporting those who are dealing with [harmful practice], having attended this training (where 0=not at all confident and 10=extremely confident)?

Do you have any suggestions for changes or further comments?

Training on HBA & Coercive Control delivered to the Metropolitan Police had an additional evaluation question in response to discussion with the organiser regarding the key issue among participants: Do you feel better equipped to deal with HBA & Coercive Control concerns in a culturally appropriate manner? (where 0=not at all and 10=much better equipped)?

Training on 'Understanding and responding to disclosures of domestic abuse from migrant communities' was also slightly amended to reflect the specificities of the session:

How would you rate this training overall (where 0=poor and 10=excellent)?

Do you feel better equipped to handle and assess disclosures of domestic abuse from migrants after attending (where 0=not equipped at all and 10=fully equipped)?

How confident are you now about supporting migrants who have disclosed domestic abuse, having attended this training (where 0=not at all confident and 10=extremely confident)?

How likely are you to recommend this training to others (where 0=not at all likely and 10=extremely likely)?

Do you have any suggestions for changes or further comments?

Follow up phone call questions with workshop organisers

Do you think that your staff/students feel more equipped to deal with the challenges since the session?

(For school lessons) Have any students spoken to staff regarding these issues since the training?

(For staff safeguarding and service provider training) Have any staff reported that they've benefited from the training? Did they have any specific comments?

Have you changed anything in your school/organisation as a result of the training?

Is there anything you would change or add to the training? Or any further comments.

Acknowledgements

Many thanks to all our funders for supporting this important work. Thanks also to all of those who facilitated or took part and contributed to workshop/lesson/Web Café discussions. You can download this report from [here](#). All queries to research@sundialcentre.org

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