

Centre for Women's Justice

Strategic Plan 2022-2025



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"A pandemic of violence against women"

Foreword from the Chair



The development of Centre for Women's Justice over the past three years has coincided with a growing national conversation and awareness, of the extent and gravity of male violence against women and girls.

The level of sustained media interest and political discussion has led many to describe this as a 'pandemic of violence against women' mirroring, and to some extent linked with, the Covid 19 pandemic and associated lockdown from March 2020.

Indeed "pandemic" is a helpful descriptor as it implies a public health emergency requiring a public health response.

A precursor to this "pandemic" was the alarming statistics about the collapse in the volume of prosecutions for rape and serious sexual offences. This was most likely triggered by cuts in criminal justice funding, the post Liam Allen disclosure fall out and the massive expansion of digital data. Those developments led us to focus some key strategic litigation on these issues which in turn raised our profile. We also worked in collaboration with others to produce a [joint report on the "decriminalisation of rape"](#). Then with the lockdown, were the sadly predictable increase in domestic violence and femicide as well as an increase in forms of online harm.

The specialist women's sector worked together around issues arising from lockdown as well as to jointly lobby to improve the government's flagship, long delayed Domestic Abuse Bill, which finally became law in March 2021. Lockdown also coincided with the murder of George Floyd in the United States and the fast growth of the Black Lives Matter movement which has triggered an international conversation about institutionalised racism. That conversation was also replicated within the women's sector.

Then came the disappearance of Sarah Everard, a young woman walking home at night who, it soon emerged, had been kidnapped and murdered by a serving police officer, Wayne Couzens. The outcry caused by this revelation, which had followed some other disturbing murders of women including Bibaa Henry and Nicole Smallman, led to public protests by women demanding that urgent action must be taken to address the fact that no women feel safe from male violence. The work we had been focussing on, in particular our super complaint on police perpetrated abuse has led many in the media and politics to approach CWJ and other national women's organisations for our views and input in identifying solutions.

Therefore, as we look to commence our next three-year strategic plan, it is in the midst of a moment that is both a national crisis and an opportunity to develop and fine tune our strategic impact. To achieve our objectives we must also attend to our internal infrastructure to ensure that as we expand to meet the demand, that we do so in a way that leaves the organisation robust, efficient, flexible and sustainable. It must also be one that attracts a diverse staff team that will continue to work cooperatively and creatively together.

I would like to thank our many clients, funders, staff, volunteers and supporters for their unwavering commitment to CWJ and to justice for women and girls.

Sasha Deepwell

Chair, Centre for Women's Justice

A handwritten signature in black ink, reading "Sasha Deepwell".

«Introducing the strategic plan for 2022 and beyond



In 2018 Centre for Women's Justice (CWJ) underwent a planning exercise, the outcome of which was its strategic plan covering the period October 2018 – October 2021. It set a vision and a mission, as well as the values by which it operates, that still stand true today. Its theory of change has been effective in guiding CWJ's work to achieve its outcomes and in holding the state to account for violence against women and girls.

During a strategic review process in September 2021, in which all trustees and staff participated, it was agreed that the new strategic plan must remain rooted in the same foundational vision that prompted Harriet Wistrich, CWJ's Director, to establish CWJ in 2016.

This new strategic plan seeks to build on and develop that vision and the outcomes identified in 2018, reflecting not only the changed context of the last three years but also the learning and experience that has come out of CWJ's work over that period. It will shape CWJ's work over the next three years.

Some of the key themes that will guide CWJ's future work are:

Strategic litigation remains the bedrock of CWJ

It is built on a significant body of evidence developed from its work in training and providing legal advice and access to justice to frontline women's services across England and their service users. This integrated methodology has proved highly valuable in enabling CWJ to be responsive and make effective interventions on behalf victims and survivors of male violence.

Reaching across a broad spectrum of issues

CWJ will seek to ensure that it reaches across a broad spectrum of issues that impact on women and girls who are subjected to male violence and to ensure it reaches those who suffer multiple discrimination within the justice system.

Policy and research

CWJ will contribute policy and research where it can make a unique and particular contribution based on the experiences of women and girls it supports.

Media

CWJ will continue to bring a spotlight through engagement with the media on the experiences of the women and girls it supports.

Capacity and growth

CWJ recognises that it will need to increase its capacity – in a sustainable and gradual way – in order to meet the needs of its beneficiaries, increase its impact and fulfil its mission of holding the state to account around male violence against women and girls.

Introducing Centre for Women's Justice



VISION

A society in which all state institutions work effectively to eradicate male violence against women and girls



Mission

To hold the state to account and challenge discrimination in the criminal justice system around male violence against women and girls



Values

CWJ believes that:

- all women have an equal right to access justice and be safe
- male violence is not inevitable - it can be eradicated
- Women resist male violence but are blamed for it
- all women and girls can be subject to male violence regardless of socio-economic and cultural position
- male violence may take different forms in different contexts, so opportunities to resist may differ

Key principals underlying CWJ's approach:

- work with the client not for the client, by listening and responding to each woman's individual experience
- work collaboratively with frontline organisations and campaigns
- a commitment to anti-oppression politics



A person wearing a blue hoodie is shown from the back, with their arms raised in a celebratory gesture. The background is a warm, golden sunset sky. A large white number '3' is overlaid on the right side of the image. The word 'Achievements' is written in white text on the left side, underlined.

Achievements

3

2,375 women directly assisted via the CWJ legal hub

Undertaken strategic litigation on a number of high-profile high impact matters including:

- [Commenced and settled a judicial review of the joint National Police Chiefs' Council \(NPCC\) and the Crown Prosecution Services' \(CPS\) digital extraction policy](#) which enabled police to download all digital data without identifying relevance from victim's devices when reporting rape and other crimes
- [Acted for End Violence Against Women coalition \(EVAW\) in a very high-profile judicial review of the Director of Public Prosecutions](#) in respect of the collapse in the volume of rape prosecutions, which concluded in March 2021 when the Court of Appeal dismissed the claim
- [Supported legal action on behalf of women challenging the disclosure, recording and retention of criminal records arising from street prostitution](#)
- [Acted as a core participant in the Independent Inquiry into Child Sexual Abuse \(IICSA\): in the strand covering Child Sexual Exploitation by Organised Networks](#) making key interventions on behalf of black and minoritised survivors of CSE, highlighted perspectives of victims and survivors often let down in the criminal justice system and too frequently criminalised
- [Brought civil proceedings against Greater Manchester Police on behalf of three of the victims of the Rochdale grooming gang](#)
- [Brought a successful judicial review acting for Emily Hunt in respect to her challenge of CPS failure to prosecute for voyeurism.](#)
- Supported the high-profile appeals against their murder conviction brought by [Sally Challen](#), [Farieissia Martin](#) and [Emma-Jayne Magson](#) raising awareness of controlling and coercive behaviour and of how [women who are driven to kill their abusive partners](#) fail to get the justice they deserved
- Brought [civil proceedings against Gwent police](#) in relation to the treatment of two female police officers who were victims of domestic abuse by a fellow police officer

Established an expert legal hub:

- We have developed an expert legal hub, providing training and second-tier legal advice, advocacy and representation to frontline women's sector service providers supporting victims and survivors of VAWG across England and Wales. As well as increasing access to justice for many survivors who have been failed by criminal justice agencies, our work enables us to gather evidence of systemic failings and malpractice. This in turn, feeds into strategic litigation, and other legal and policy interventions aimed at holding institutions accountable and bringing about change in laws, policy and practice
- We have developed our lawyers reference panel to over 220 lawyers specialising in actions against police, public law and also covering some related areas of law
- We have delivered bespoke training on recognising and challenging policing failures in domestic abuse, harassment and stalking and/or sexual offences to 95 frontline organisations
- We have dealt with 2375 enquiries, mainly from frontline organisations and referred 453 such enquiries to our reference panel

Became a designated body to make police super-complaints and submitted two such super-complaints including:

- Our [first super-complaint was submitted in March 2019](#), based on evidence from frontline organisations we have trained. It highlighted the failure of police forces to use protective measures to help women at risk of domestic violence. These included the use of bail, Domestic Violence Protection Orders, restraining orders and the failure to arrest for breach of non-molestation orders. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) reported on their findings in August 2021
- In [March 2020, we submitted our second police super-complaint](#) detailing the cases of women who were victims of police perpetrated domestic abuse and highlighting systemic changes required. This has received [extensive publicity](#) particularly since the arrest and conviction of police officer Wayne Couzens who murdered Sarah Everard

Undertaken research and project based legal work around key themes emerging from our legal work including:

- Published [‘Women who kill: how the state criminalises women we might otherwise be burying’](#) in February 2021. This was the outcome of a ground breaking four-year research study conducted in collaboration with Justice for Women. We launched the report at a zoom meeting attended by 1400 participants world-wide and also to a group of parliamentarians and since then have been disseminating findings to a range of key stakeholders across the criminal justice system, through our separate project on criminalisation (see below)
- Collaborated with ERAW, Rape Crisis and Imkaan on the [‘Decriminalisation of Rape’](#) our report designed to shadow and pre-empt the Government’s end to end rape review
- ‘QSA’ project – following the successful case by the same name, we are assisting other women similarly affected by the long term impact of their criminalisation as a result of being victims of sexual exploitation. We are looking into a number of potential remedies and actions for those women. We have additionally launched the [‘HOPE: History of Prostitution Expunged’](#) campaign, led by two of the women in the QSA case – the campaign aims through political lobbying to wipe criminal records for street prostitution offenses
- An unjust criminalisation of survivors of domestic abuse project. We have developed the work started by the Prison Reform Trust on lobbying to introduce new statutory defences for those who are charged with offences committed in the context of the duress experienced by victims of abuse and have expanded this project to look at other policy and litigation initiatives in this area

Networking and collaborations:

- We have built a network of lawyers, front line advocates and other experts to share information and advocate for change to tackle the failures of the state in the area of Femicide. The group meets every two months to share insight and expertise and identify developing project work. We have met with the Domestic Abuse Commissioner about creating a femicide oversight mechanism
- From this collaborative work we identified a need for a stand-alone offence of non-fatal strangulation and worked together to achieve an amendment to the Domestic Abuse Act creating a [new criminal offence](#)
- Since the first lockdown, we have met with VAWG specialists in the women’s sector on a weekly and then fortnightly basis to work collectively to ensure our expertise and perspectives are taken into account in relation to government legislation and policy initiatives

Policy, consultations and legal reform:

- We have made submissions to numerous consultations around the subject of violence against women and the law, including the Victims Code, IOPC Victim’s Right to Review, the investigations of complaints of bullying and harassment in the House of Commons, Domestic Abuse Bill, the Government VAWG strategy, The Human Rights’ Act and potential changes to judicial review

Communications and profile:

- Our profile has grown significantly over the past 3 years. Website hits, social media followers and mailing list subscribers have continued to increase. We have launched our own blog [‘Sister’s in Law’](#) in which survivors and lawyers are given the opportunity to raise awareness of their cases and campaigns. We have also joined forces with the [Emma Humphreys Memorial Prize](#) to award women who have worked to end male violence.
- CWJ Director, Harriet Wistrich has delivered talks and keynote addresses about the charity and legal cases addressing violence against women and girls (VAWG) at over 25 national conferences and seminar events including the Women’s Aid Conference, Rape Crisis of England conference and the Women’s Equality Party conference. She, and other CWJ colleagues comment regularly to news outlets including the BBC, Channel 4 and ITN and all the major newspapers on cases of national significance. Harriet has also been profiled and featured in articles in the national media and specialist publications including the Times, The Guardian, inewspaper and the Law Society Gazette.

Operational infrastructure:

- CWJ has a growing staff team with expertise, dedication and tenacity that has enabled us to meet and exceed many of the objectives set in our previous three-year strategic plan. We are additionally assisted by some able and specialist consultants. We have worked on establishing strong governance and the charity benefits hugely from the diverse skills, passion and knowledge of the established board of trustees. We are proud to have been recognised as compliant with the [SQM](#) organisational standard, which is essential for a legal aid contract and to ensure that, as Legal Services Providers, we are well run. Our funding base has grown and continues to diversify helping us to become more financially stable.
- We have developed an [anti-racism strategy](#) which will continue to evolve. We are really pleased to have been able to launch some exciting initiatives such as our mentoring scheme and [The Azra Kemal Legal Internship Programme](#) - a paid internship programme for Black, Asian and minoritised women

Theory of Change



4.1 Introduction

CWJ's theory of changes indicates a pathway from the need it is addressing, the changes it is hoping to bring about and the activities it will undertake to get there. It is underpinned by CWJ's vision, mission and values which drives all CWJ does.

CWJ will work towards one set of intermediate outcomes over the next three years which are a development and evolution of those set out in its last strategic plan. It will review its progress against these outcomes on at least an annual basis so that adaptations and adjustments can be made to reflect the circumstances which may change considerably over the next three years. The ability to be reflective, flexible and adaptable will be key to ensuring CWJ can respond to challenges and new opportunities as they emerge.

The longer-term outcomes identified in this strategy are those which are likely to be achieved beyond the lifetime of this plan. The longer-term outcomes will require the contribution of other actors and depend to some extent on environmental factors, so CWJ does not have complete influence over their achievement. CWJ will therefore seek to monitor and evaluate its performance against its intermediate, rather than longer term, outcomes.

4.2 Context

As the only legal charity focussing on violence against women and the criminal justice system, we see ourselves as a crucial agent for change.

As highlighted in the Chair's Foreword, the implementation of the next three year strategy follows an unprecedented historical period where the national focus on the extent of violence against women and girls and the state failure to address it has never been greater. A number of national inquiries and investigations are underway and there has been raft of new legislation and guidance passed or under debate, from the Domestic Abuse Act, the Police and Crime Bill and the forthcoming Victims Bill.

Wherever there is new legislation or guidance there are opportunities for further accountability of state agencies, but also the prospect of more discrimination and criminalisation. Whether positive or negative, these changes offer opportunities and the need legal challenges and defences.

4.3 Intermediate outcomes



More women and girls who are subject to male violence are accessing justice:

- Strategic litigation is developing to strengthen the rights of women and girls who have been subject to male violence in accessing justice
- Frontline advocates are empowered to assist women in challenging criminal justice failures and to identify cases that need lawyer input
- Lawyers are better educated and more informed about violence against women and girls and can undertake effective litigation in these circumstances
- There is better use of international remedies and instruments



Growth and development of a legally empowered women's sector underpinned by a human rights based approach:

- The women's sector is more knowledgeable and empowered to enable improved access to justice for women and girls who are subject to male violence
- The women's sector and lawyers are better connected to enable improved access to justice



Improved media coverage of violence against women and girls:

- Improved coverage across a broad spectrum of issues including intersecting issues such as ethnicity, class, disability
- Better reporting – free from myths and stereotypes, sensationalism and victim blaming
- Coverage of criminal justice system failures, increases pressure on leaders to improve policy and practice



Policies and practices in relation to violence against women and girls are being positively influenced and better highlighted:

- Improved laws, policies and practices across the criminal justice system in relation to violence against women
- Improved awareness and implementation of policies and practices



CWJ is sustainable, efficient, robust and effective.:

- CWJ is well governed and appropriately staffed with sufficient capacity to achieve outcomes, with a mixed funding base
- Continued recognition of CWJ as a centre of excellence regarding justice for women and girls who are victims of male violence.

4.4 Longer term outcomes

1

Women and girls are better empowered to understand, exercise and secure their rights and are doing so on an increasing basis.

2

Improvements to policy and practice by the criminal justice agencies to more effectively address violence against women and girls.

3

Recalibration of the criminal justice system to ensure it can distinguish between perpetrators and victims, is focussed on preventing violence against women and girls and is resourced to tackle those that present a risk.

4.5 Activities of CWJ to secure outcomes

- Undertaking strategic litigation and other legal project work
- Providing access to legal assistance in cases concerning violence against women and girls.
- Engaging with, training and informing lawyers through the CWJ reference panel, information sharing, roundtables, webinars, the CWJ resource hub and the establishment of specialist groups.
- Networking with and empowering front line service providers through training and provision of legal advice and other support and promoting a collaborative approach to legal challenges relying on the shared expertise of survivors, activists, women's groups, researchers, journalists, politicians and lawyers.
- Raising awareness in relation to issues arising from CWJ casework and becoming a focal point for the media
- Monitoring and challenging trends in policy, practice and men's use of the law as it impacts on violence against women and girls.
- Growing CWJ as a robust organisation with appropriate governance, staffing and funding.

4.6 Summary Flow Chart

Long-Term Goals

Women and girls are better empowered to understand, exercise and secure their rights and are doing so on an increasing basis

The criminal justice system distinguishes between perpetrators and victims, is focussed on preventing VAWG and is resourced to tackle those that present a risk

Improvements to policy and practice by the criminal justice agencies to more effectively address violence against women and girls

Accountability line

Intermediate Outcomes

More women and girls who are subject to male violence are accessing justice

Growth and development of a legally empowered women's sector underpinned by a human rights based approach

Improved media coverage of violence against women and girls

Policies and practices in relation to VAWG are being positively influenced and better highlighted

CWJ is sustainable, efficient, robust and effective

Activities

Undertaking strategic litigation

Networking, training and empowering front-line service providers

Facilitating access to VAWG informed lawyers on our panel

Raising awareness in relation to issues arising from CWJ casework and becoming a focal point for the media

Training, informing and engaging with specialist lawyers who form the CWJ panel

Monitoring and challenging trends in policy, practice

Growing CWJ as a robust organisation

Measuring Success



JUSTITIC

CWJ has an established monitoring process which will help it to assess its impact. In addition to monitoring its progress against its intermediate outcomes, it will also continue to reflect on broader questions about its methodology and practice including:

- **The impact of external factors;**
- **How are lessons learned from work undertaken fed back into CWJ's approach;**
- **What are the most effective approaches being used in the work of CWJ;**
- **What have been the main challenges in undertaking the work;**
- **What have been the unintended consequences of the work, positive and negative.**

Every third team meeting and board meeting, has time set aside specifically to reflect on these questions.

Measuring success in relation to each outcome will include monitoring the following:

Outcome 1:

More women and girls who are subject to male violence are accessing justice

- Increase in the number of strategic litigation cases and related legal project work being undertaken to address violence against women and girls
- Redress is being given to women and girls who have been subjected to male violence through litigation by CWJ or through referral to specialist lawyers on our panel
- A broad spectrum of issues relating to violence against women and girls are being addressed through strategic litigation
- Feedback from the women's sector organisations whom CWJ has trained which indicate they are using new skills in challenging criminal justice failures
- Increase in quantity and scope of legal advice provided to women's sector organisations either directly by CWJ or through its panel of lawyers
- Number of lawyers reached by CWJ via training, dissemination of information or other means
- Increased use of international accountability mechanisms.

Outcome 2:

Growth and development of a legally empowered women's sector underpinned by a human rights based approach

- Increased number of women's sector organisations trained by CWJ
- Feedback from the women's sector organisations whom CWJ has trained which indicate they feel more empowered to use new skills in challenging criminal justice failures
- Effective mechanisms established by CWJ to connect the women's sector with lawyers

Outcome 3:

Improved media coverage of violence against women and girls

- Increase in the number and range of media coverage of violence against women and girls
- Improvement in the tone of media coverage of violence against women and girls

Outcome 4:

Policies and practices in relation to violence against women and girls and being positively influenced and better highlighted

- Increase in media coverage of policy and practice in relation to violence against women and girls
- Outcomes of CWJ litigation lead to positive changes in policy and practice
- Litigation and submissions cause criminal justice agencies improve response to VAWG

Outcome 5:

CWJ is sustainable, efficient, robust and effective

- Generating and sustaining diverse income streams to deliver activities and outcomes
- Ensuring income through training covers its costs wherever possible
- Ensuring operational procedures and practices keep pace with the needs of a growing NGO.



People

CWJ has a board of ten trustees who have for the most part stayed consistent since its inception. They are actively engaged in the work of CWJ. They bring a high level of expertise as well as a broad set of skills to the work of the organisation.

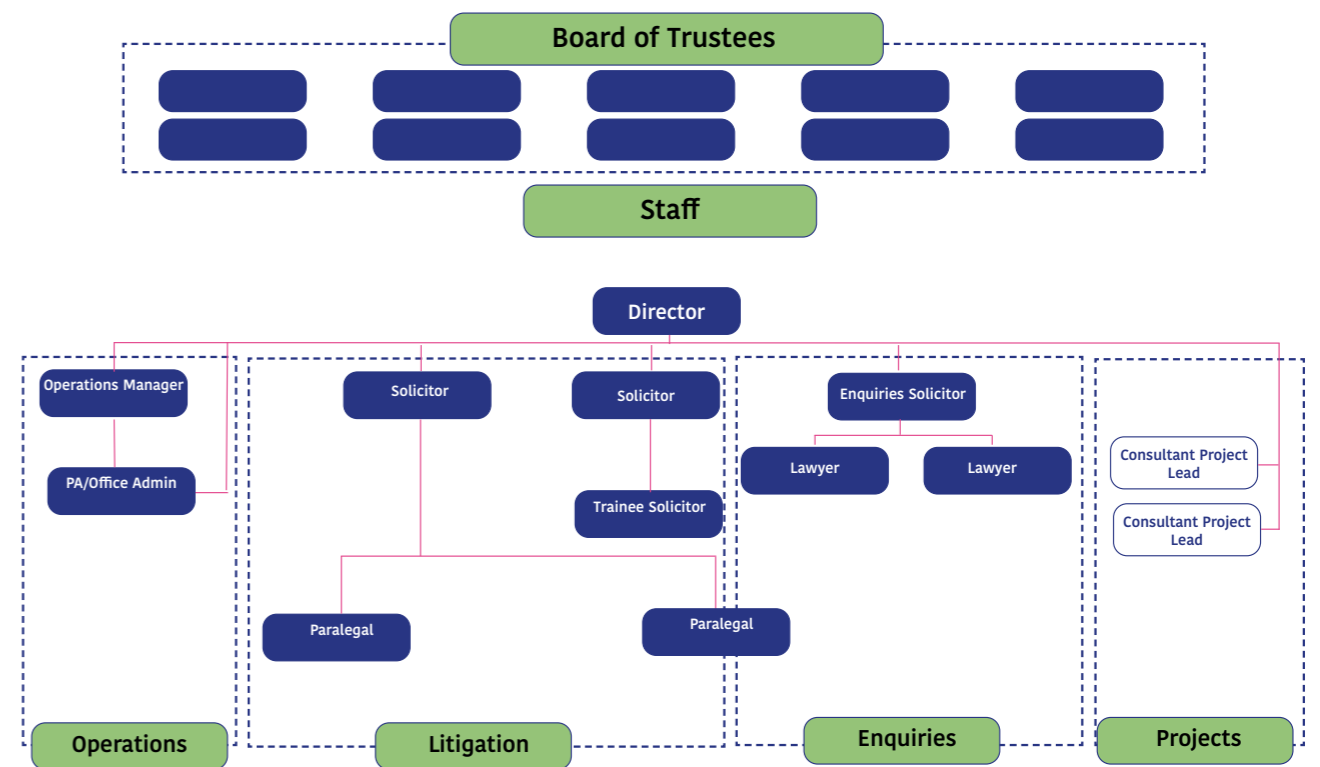
The staff team has grown organically over the past three years from five to ten members of staff, reflecting the increasing work profile of CWJ. It also utilises consultants as and when appropriate to the needs of the organisation.

As CWJ's work increases it is envisaged that more staff capacity will be needed, particularly in three areas:

- Strategic litigation and legal project work;
- Training, advice and enquiries for the women's sector;
- Operational support and infrastructure

The trustees will consider how and when CWJ will develop its staff capacity in these areas over the course of the next three years. Development in the staff team will be carefully managed, securing the necessary funding as well as organisational infrastructure for growth to be sustainable and effective in helping to achieve CWJ's outcomes.

Current Organisational Chart



6.1 Staff Leadership Team



Harriet Wistrich, Director

Harriet is the founder and director of the Centre for Women's Justice and a solicitor of over 25 years experience who worked for many years with renowned civil liberties firm, Birnberg Peirce Ltd. She is the winner of the Liberty Human Rights Lawyer of the Year award 2014, Legal Aid Lawyer of the Year 2018 for public law and Law Society Gazette personality of the year 2019. She has acted in many high profile cases around violence against women including on behalf of women who challenged the police and parole board in the [John Worboys case](#), women deceived in relationships by [undercover police officers](#) and on behalf of women appealing murder convictions for killing abusive partners, most recently Sally Challen and Fariessia Martin. She is also founder member of the campaign group, Justice for Women and trustee of the charity, the Emma Humphreys Memorial Prize.

Among her notable cases are:

- acting for eight women who brought claims against the metropolitan police arising from being deceived in relationships with undercover police officers – recently resulting in an unprecedented apology and substantial compensation payments *Dil & Ors v Commissioner of Police of the Metropolis* [2014] EWHC 2184 (QB) (02 July 2014)
- acting for a vulnerable constituent of former Lib Dem member of parliament, Mike Hancock, who held him to account over sexually inappropriate conduct.
- acting for two rape victims of the notorious taxi driver John Woboy, and establishing the precedent at Court of Appeal level whereby the police failure to investigate was held to be a violation of Article 3 ECHR *Commissioner of the Police for the Metropolis v DSD and NBV and Alio Koraou v Chief Constable of Manchester* [2015] EWCA Civ 646.
- acting for two women detained at Yarl's Wood who alleged they were sexually abused by detention centre employees
- acting for a victim of sex trafficking who was unlawfully removed to her home country Moldova where she was re-trafficked
- acting in inquest proceedings for the father of Eleanor de Freitas who killed herself on the eve of a trial where she was accused of perverting the course of justice by allegedly making a false allegation of rape
- acting for the family of Jean Charles de Menezes who was shot dead by Metropolitan police in July 2005
- acting for a number of men in claims arising from Britain's complicity in their rendition and torture at Guantanamo Bay.
- acting for a number of women in successful appeals against their murder convictions including, Fariessia Martin, Sally Challen, Stacey Hyde, Christine Devaney, Diane Butler, Kirsty Scamp and Emma Humphreys.



Nogah Ofer (solicitor)

Nogah heads the CWJ legal enquiries and training team. The team provides second-tier pro bono legal advice to support workers at frontline women's sector organisations. Nogah also prepares and delivers training to frontline women's organisations on challenging failings in the criminal justice system, and carries out systemic work such as super-complaints and policy work on issues arising from our engagement with frontline organisations.



Nic Mainwood (operations manger)

Nic has over ten-years experience in operations management both in the private and charity sector. Previous roles have also included project management, procurement, events, IT and travel writing. She is also a member of the feminist campaign group Justice for Women which supports, and advocates on behalf of, women who have killed abusive men.



Kate Ellis (solicitor)

Kate represents clients in public and private law challenges against public authorities. She has developed a particular interest in challenging policy failings within the criminal justice system that disproportionately affect women and girls who have been subjected to male violence.

Recently, this has included monitoring and challenging the unprecedented decline in the volume of public prosecutions for rape since 2016; and assisting victims of abuse or exploitation who have themselves been wrongly criminalised by the state.

Since working for Centre for Women's Justice, Kate has acted in a number of legally significant and high-profile cases.



Debaleena Dasgupta (solicitor)

Debaleena is a human rights solicitor who qualified in 2007. She represents clients in public and private law challenges against public authorities. Before joining CWJ, Debaleena worked in private practice (Fisher Meredith LLP and Birnberg Peirce & Partners) for several years, before joining the legal team at Liberty. She began her career specialising in actions against the police and prison law, but at an early stage began to focus on women's rights, particularly representing survivors of sexual violence when they had been failed by the State.

She has acted in a number of novel and high profile cases.

The leadership team is supported by an array of committed and expert lawyers, paralegals, consultants and administrative staff. More about the staffing team can be seen [here](#)

6.2 Trustees



Sasha Deepwell (Chair)

Sasha is currently the Chief Executive of Irwell Valley Housing association. She is a Women's Studies MA and a lifelong feminist, having worked at Rape Crisis and been involved in many housing and support projects for women. Sasha is also a Board member of North West Housing, promoting housing co-operatives in the North West and a member of WISH (Women In Social Housing) North West.



Sasha Deepwell (Treasurer)

Fiona is an actuary with experience implementing strategic, regulatory and technology change in FTSE 100 and 250 insurers and in developing fintech propositions. In 2018 Fiona founded the We Can't Consent To This campaign, which catalogues and challenges the use of "consent" claims in violent assaults and homicides - the so called "rough sex defences" - as well as researching and developing policy responses to sexual violence against women and girls.



Davina James-Hanman

Davina is an independent Violence Against Women Consultant. She was formerly the Director of AVA (Against Violence & Abuse) for 17 years, which she took up following five years at L.B. Islington as the first local authority Domestic Violence Co-ordinator in the UK (1992). From 2000-08, she had responsibility for developing and implementing the first London Domestic Violence Strategy for the Mayor of London.



Samira Ahmed

Samira is an award winning journalist and broadcaster. She presents radio and TV programmes for the BBC and previously worked for Channel 4 News. In 2009 she won Broadcast of the Year at the annual Stonewall Awards for her special report on "corrective" rape of lesbian women in South Africa.



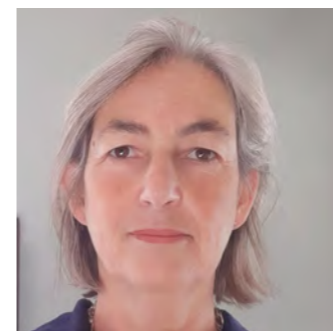
Sanchita Hosali

Sanchita is a recognised expert in human rights and equality law, with over twenty years of working both in the UK and internationally. She is Director at British Institute of Human Rights providing strategic leadership and management, with a lead role in policy and campaigning. Sanchita has previously convened clinical legal modules at undergraduate level and continues to guest lecture. She has a particular expertise in addressing VAWG from a human rights perspective, having worked on a number of UK and international projects on these issues, including on "honour" crimes.



Yasmin Rehman

Yasmin is a feminist, human rights activist and researcher. She is currently CEO at Juno Women's Aid in Nottingham/South Nottinghamshire. In addition to her day job, Yasmin is often called as an expert witness in legal cases providing expert reports on faith based abuse, honour based abuse, forced marriage and polygamy. Yasmin has worked for more than 30 years predominantly on violence against women and girls, race, faith and gender, and human rights. She co-edited a book, Moving in the Shadows: Violence in the Lives of Minority Women and Children, contributing two chapters on faith based abuse and polygamy. Yasmin was awarded the Irwin Prize for Secularist of the Year 2017.



Heather Harvey

Heather has over 25 years' statutory and non-statutory experience in the UK and overseas working on human rights and equality with a specific focus on violence against women. This has included 4 years in Mali and Zimbabwe, 3 years seconded to the Foreign Office working on forced marriage, 5 years at Amnesty International and 5 years at Eaves a specialist charity working on violence against women. She is currently the research and development manager at Nia; a secular, rights based charity working with women who have experienced men's violence.



Sarah Ricca

Sarah is a solicitor and founding partner of the firm Deighton Pierce Glynn. She specialises in civil rights and civil liberties claims arising from abuses by the state. She has particular expertise in challenges to state failings in relation to VAWG and has been involved in a number of key cases in this connection, including domestic homicide cases where police and other state bodies have been found to have contributed to the death of women at the hands of violent men (including Colette Lynch, Rachael Slack, Cherylee Shennan, Christine and Lucy Lee); and the Supreme Court cases of Michael v South Wales Police, and DSD v Commissioner of Police of the Metropolis, where she represented women's and campaigning organisations as intervenors



Esohe Aghatise

Esohe is a lawyer with a doctorate in International Economic and Trade Law. She is also an Ethno-clinical Cultural Mediator who has provided services for more than 20 years to victims of trafficking in Italy. She is a member of the Board of Directors of the Coalition Against Trafficking in Women (CATW) and founding Executive Director of Associazione Iroko Onlus, which provides services to victims of trafficking in Italy. She is a member of the Board of Directors of the Young Women's Christian Association (YWCA-UCDG) Italy Chapter. She is also a founding member and Trustee of Edo Women's Development Initiative (EWDI) based in Benin City, Nigeria, which raises awareness about issues which negatively impact women and provides crucial services to indigent women in Edo State.



Janice Turner

Janice Turner has been a columnist and interviewer for The Times since 2003. She won the British Press Awards best interviewer in 2014 and the Orwell Prize for Journalism in 2020. At The Times she has a wide brief, but has written frequently on feminist issues including prostitution, pornography, women in prisons, reproductive rights, the debate around the Gender Recognition Act and violence against women. She has reported on feminist issues, including the headscarf debate in Turkey, the Rotherham grooming gangs and latterly the Irish abortion referendum. She has made a speciality of interviewing prominent women leaders including Hillary Clinton, Melinda Gates and Condoleezza Rice for The Times Saturday magazine. She has also written for many other publications.



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