

WEN IMPACT REPORT 2024 - 2025



WOMEN LEADING THE WAY TO ENVIRONMENTAL AND GENDER JUSTICE

October 2025

Wen.

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1. Welcome from our Co-Directors

The past twelve months have been full of energy, collaboration and progress. We are proud to share a snapshot of what we achieved between March 2024 and March 2025.

For over three decades, Wen has been at the forefront of environmental justice, championing a gender-sensitive and intersectional feminist approach long before it was widely recognised. Our work has consistently centred women's voices and perspectives, challenging systems that often overlook them.

"Together we demonstrate that environmental justice, gender justice and racial justice are inseparable, and that women are shaping solutions every day." -

Kate Metcalf and Zarina Ahmad, Co-Directors

Our new strategy, which we finalised and launched in this period, marks the start of a transformational period for Wen. We will continue to create blueprints and alternatives through our community-based, grassroots projects, empowering and amplifying racialised, disabled and marginalised women's voices. At the same time, we are boosting our national campaigns and influence, and applying what we know works through expanded projects supporting systemic change.

[A welcome letter from our Co-Directors Kate Metcalf and Zarina Ahmed.](#)

We use the word "women" throughout this report, but Wen takes a gender-informed and intersectional approach that includes trans, non-binary and gender non-conforming people.

2. Our Mission and Vision

We believe climate justice is gender justice.

Climate justice is a feminist issue. Women, particularly racialised, disabled and marginalised women, stand on the front lines of the climate crisis and experience the most acute effects. Yet they are systematically excluded from shaping decisions that impact both their lives and the climate crisis. Only an intersectional eco-feminist approach can deliver fair, lasting climate solutions.

“... there is no more room for complacency. This is not a problem for the future, or for those in countries traditionally viewed as vulnerable to extreme weather. The effects of climate change on women's health are being felt here in the UK, now.” - Dr Ranee Thakar, President, Royal College of Obstetricians and Gynaecologists

Wen's mission

To work collectively to create viable alternatives to oppressive systems, to end the exploitation of women and the natural world.

Wen's vision

A world where women, communities and the planet flourish because our society is equitable, collaborative and caring.

How we create change

- Cultivating alternatives
- Growing power
- Collaborating for systemic change

[Read Wen's theory of change.](#)

3. Our year in numbers

2024-25 was an important year for Wen. We focused on our foundations with the creation and launch of a new organisational strategy, setting out our ambition to build a world where women, communities and the planet can flourish. Our collaboration with partners grew and we strengthened our work to amplify racialised and marginalised women's voices, strengthening their participation and leadership and working towards systemic change.

In 2024/25:

- **Over 10,000 women reached with our events and campaigns**
- **Over 10,000 people engaged in toxic-free advocacy**
- **200 collaborative partners engaged through joint campaigns and projects**
- **60 racialised and marginalised women's voices amplified**
- **One new organisational strategy**
- **Two Co-Directors in place**
- **Six new members of staff**
- **44% of staff identify as People of Colour (compared to 4.5% across UK environmental charities)**

4. Methods of change

Creating impact with partners

As an environmental organisation, we are part of a diverse and intersectional feminist ecosystem for change.

We build relationships rooted in trust, care and mutual accountability. Whether co-creating campaigns, research or joint policy briefings, we share power to grow collective impact and systemic change. We collaborate with a diverse range of partners - from NGOs, coalitions and eco-businesses to grassroots community organisations - recognising that lasting change comes through solidarity and shared purpose.

Rooting ourselves in intersectionality

We recognise that environmental injustice affects women differently depending on race, class, disability, migration status and more. That's why intersectionality underpins everything we do, from who we work with, to how we design projects, and the language we use.

We embed feminism in the way our organisation is structured and led. Our intersectional feminist leadership model has two Co-Directors who share power and responsibility, and a flat organisational structure that prioritises collaboration over hierarchy. This means we make decisions collectively, value lived experience alongside professional and learned expertise, and create space for staff, partners and community members to co-design projects and shape strategy together.

Becoming an anti-racist organisation

We are committed to doing the internal work required to be an actively anti-racist organisation. We continued to diversify our staff team and board of trustees. We took part in the [RACE Report](#) - to speed up diversity and inclusion within the environment sector - for the third year running. We held regular learning circles and created a People of Colour care space to ensure staff feel supported.

Decolonising our practice

Decolonising our practice means shifting power, listening more and telling stories differently. We are learning from our staff and partners, revising our language, and making space for women, particularly racialised and marginalised women, to lead.

In our organisation and projects, we prioritise participatory approaches that centre the voices, experience and expertise of those most affected by environmental and social injustice. We challenge dominant narratives by platforming stories that are often silenced or overlooked, and we actively seek out partnerships with groups led by racialised, disabled, working class and migrant women. Decolonising our practice is an ongoing process.

5. Our strategy in action

Wen's strategy was co-created using a **participatory process**, guided by an internal working group and involving the input of all staff members. It recognises Wen's **unique lens, of gender, health, equity and environmental justice**, and that we exist in a politically and economically turbulent time, which presents both opportunities and challenges.

Our strategy sets us on a path for 2025–2030. We want to show that a different way of doing things is possible. This sets out our key achievements under each of our **six priorities**.

STRATEGIC PRIORITY 1:

PUT GENDER AND INTERSECTIONAL EQUITY AT THE HEART OF A GREEN ECONOMY AND CLIMATE POLICY.

In 2024/2025 we:

- **Expanded our partnerships** with a range of organisations working on this agenda including with [Women's Budget Group](#), [Birth Companions](#), The [Climate Coalition](#), [Climate Justice Coalition](#), [UNISON](#) and [Women's Institute](#) (WI).
- Deepened our work on **reproductive justice**, leading the way towards new policy in this area through embedding a policy briefing with Birth Companions into our work.
- Initiated exploratory discussions with partner organisations and legal experts about the potential for taking **climate litigation**.

STRATEGIC PRIORITY 2:

INFORM AND ENABLE WOMEN TO ACCESS SAFE, HEALTHY, TOXIC-FREE AND SUSTAINABLE WAYS OF LIVING.

In 2024/2025 we:

- Made an urgent call for our **Menstrual Health, Dignity and Sustainability Act**, as part of our Environmenstrual Campaign, supported by Baroness Natalie Bennett, leading academics, the Royal College of Gynaecologists and Obstetricians, and around 40 other organisations and experts.

- **Met with Defra Minister Emma Hardy**, with other chemical focussed NGOs, calling for alignment with the EU REACH chemicals policy and bringing gendered and intersectional perspective on the impacts of toxic chemicals on women's health.
- By supporting reusable nappy uptake, **we prevented 982 tonnes of disposable nappy waste**, saving an estimated £109,984 in disposal costs for councils in 2024/25.

STRATEGIC PRIORITY 3:

NURTURE NEW LEADERS AND AMPLIFY THE VOICES OF RACIALISED AND MARGINALISED WOMEN FOR ENVIRONMENTAL JUSTICE.

In 2024/2025 we:

- Secured the **expansion of the Climate Sisters movement** with new funding from the [Climate Action Fund](#).
- **Engaged 60 racialised and marginalised women** through the Climate Sisters Leadership programme and hosted a Climate Sisters' showcase at the Barbican Centre in London.
- **Appointed Shabina Ali**, a former Climate Sister, as our Real Nappies for London project officer.

STRATEGIC PRIORITY 4:

IMPROVE WOMEN'S LIVES AND HEALTH THROUGH A DEEPER CONNECTION TO NATURE.

In 2024/2025 we:

- **Expanded the Soil Sisters project** by bringing therapeutic horticulture to another women's refuge in East London.
- **Supported women to grow their own food** and engage in hands-on sessions at Wen's Limbrough Hub, through our Soil Sisters work in women's refuges, and the Tower Hamlets Food Growers Network, coordinated by Wen.
- **Improved the mental and physical wellbeing** of women taking part in our projects.

STRATEGIC PRIORITY 5:

BUILD MOVEMENTS FOR SUSTAINABLE, WOMEN- AND COMMUNITY-LED SYSTEMS, WITH A FOCUS ON A JUST FOOD SYSTEM.

In 2024/2025 we:

- **Influenced local policy** with Tower Hamlets Council making food systems the focus of its five-year public health strategy, inspired by Just FACT, coordinated by Wen.
- **Relaunched the Tower Hamlets Food Partnership** working with councils, housing providers, charities, local voluntary organisations, local businesses, schools and food growers. More than 26 projects and over 100 individuals formed an interconnected network driving food and climate justice across Tower Hamlets.
- Delivered three **seasonal gatherings** of the Tower Hamlets Food Growers Network, to celebrate and advocate for community food growing spaces.

STRATEGIC PRIORITY 6:

GROW A HEALTHY, VALUES-LED, PARTICIPATORY ORGANISATION.

In 2024/2025 we:

- Continued to diversify our staff team and board of trustees and **lead on equity** in the environmental sector.
- Improved our recruitment process, making it more **accessible to those with lived experience** and recruiting from our Climate Sisters Leadership Programme.
- Secured **diverse funding** to invest in communications, fundraising and operations.

6. Projects and campaigns

Wen's work is grounded in five core pillars that reflect our vision for a just and sustainable world: a Green Caring Economy, Feminist Climate Leadership, Feminist Toxic Free Futures, Feminist Food Justice, and Nature for Health.

Our projects and campaigns bring these pillars to life, ranging from grassroots community initiatives to national policy change. The following section highlights our impact across each area.

GREEN CARING ECONOMY

Feminist Green New Deal

Wen is working with partners to advocate for a [Feminist Green New Deal](#) that places gender, racial, and social equity at the heart of plans to transition to a green economy. The Feminist Green New Deal aims to ensure that efforts to address environmental challenges are inclusive and just for all communities. It is a bold vision for tackling the climate crisis while addressing systemic inequalities. It centres the voices of women, particularly those from racialised and marginalised communities, in shaping a green, caring economy that works for people and the planet.

With the Feminist Green New Deal we are pushing for a care-led recovery, putting care at the centre of Green New Deal plans because care jobs are green jobs and should be valued and invested in. The UK Feminist Green New Deal advocates for investment in social infrastructure (such as affordable social care, childcare, education, and healthcare) alongside decarbonising our physical infrastructure. This will improve equality, help to redistribute paid and unpaid work more equally, and ensure that women and other marginalised groups are able to benefit from the new green jobs created.

"Using the important lens of reproductive justice, Birth Companions and Wen demonstrate the power in taking a holistic, justice-based view of the climate emergency. This is an approach which we don't see often enough in conversation – and action – in response to these issues."

- Dr Ranee Thakar, President of the Royal College of Obstetricians and Gynaecologists

Highlights

- **Embedding reproductive justice:** We strengthened our work on a Feminist Green New Deal, embedding '[Reproductive Justice and the Climate Emergency](#)', our policy briefing developed with Birth Companions, into our work through the year. Our accompanying opinion piece in the *British Medical Journal* took this message to new audiences across health, policy and climate sectors.
- **Building interfaith alliances for climate action:** We partnered with the Women's Interfaith Network for a joint event on Keeping Faith in Climate Action, strengthening connections between faith, feminism and climate justice.
- **Thought leadership on faith and activism:** Co-Director Zarina Ahmad contributed to the Women's Interfaith Network's 20th-anniversary book with a chapter on Keeping Faith in Activism, a powerful reflection on hope, belief and environmental action.
- **Feminist voices in Scottish politics:** Zarina also co-authored *Fighting Climate Change and Patriarchy* with Katie Swan-Nelson for a new book laying out a radical feminist roadmap for Scotland ahead of the 2026 elections.
- **Palestine and climate justice:** We published a thought piece exploring why Palestine is a feminist climate justice issue, drawing urgent connections between colonialism, gender and environmental injustice.



The Feminist Green New Deal team at Parliament for the launch of a new report, together with Caroline Lucas and the originators of the Green New Deal

“Birth Companions and Wen have produced an essential contribution to the conversation, which I hope will spur on action across the sector. It is vital that we all face the issues, call out those who refuse to act, and relentlessly talk about the real-life impacts on women’s lives. Only then can we collectively make a difference!” - Dr Ranee Thakar, President of the Royal College of Obstetricians and Gynaecologists

What’s Next

- **Scaling up Climate Sisters:** The new funding to expand our Climate Sisters programme nationally will strengthen our Feminist Green New Deal by grounding it in lived experience and grassroots priorities.
- **Refreshing our policy platform:** We are updating our Feminist Green New Deal policy paper series to make them more accessible and inclusive. The updated papers will feature the voices and insights of Climate Sisters partners and participants.
- **Bringing grassroots to Parliament:** We will hold an annual Parliamentary event that connects the Climate Sisters movement with policymakers, focusing on key themes from our refreshed policy series.
- **Advancing reproductive justice:** We will continue advocating for strong, inclusive and gender-sensitive climate policies that recognise reproductive justice as central to adaptation and mitigation efforts.
- **Exploring feminist litigation:** We are working with partners to explore potential legal cases focused on women and climate justice, identifying new opportunities to drive systemic change.

“The current economic system has delivered the intersecting crises of climate, ecological breakdown and inequality...Responding to these crises requires redesigning the economy around care: caring for the earth and its ecosystems, caring for the people who currently inhabit it, and caring for future generations.” - A Green Caring Economy, Final Report

FEMINIST CLIMATE LEADERSHIP

Climate Sisters

Women in East London are leading powerful local climate action and reshaping the narrative on who holds environmental knowledge.

The period 2024/2025 marked the second year of the Propel-funded Climate Sisters project. We worked to make systemic change by amplifying racialised and marginalised women's voices in climate justice debates and in the transition to a low-carbon economy.

We launched three programmes in Tower Hamlets and Hackney, including new partnerships with the [Claudia Jones Organisation](#) and [Revoke](#). The year culminated in a powerful co-designed exhibition at RichMix arts centre, a charity and creative hub in Shoreditch, featuring installations, art, poetry, and performance, as well as participatory discussions.

Collaborating with a Black women-led organisation brought vital voices to the forefront of the climate conversation. Climate Sisters and Siblings co-designed the showcase exhibition. These collaborative experiences build confidence, foster cross-community relationships, and strengthen skills in public engagement, co-creation and leadership. The event shifts mainstream perceptions and narrative about who holds knowledge and leadership in the climate space.

The programme removes barriers such as travel costs, childcare, and language access, enabling fuller participation. Partners valued the space created for racialised and marginalised women to share their expertise on climate justice.

Climate Sisters continues to build confidence, leadership, and cross-community relationships. Intergenerational connection has been a key strength, helping combat systemic oppression.

A standout success was Shabina, a Climate Sister, joining the Wen staff team. For many, the programme has been transformative - offering not just skills and experience, but a supportive, action-driven community of care and solidarity.



The Climate Sisters at the Climate Sisters' exhibition at the Barbican Centre

"Wen's Climate Sisters gave me the tools and passion to take the next step. Now, I'm helping others find theirs." - Shabina, Tower Hamlets Climate Sister

Highlights

- **Three creative showcases reaching 300 people:** These included exhibitions and performances at the Barbican, Brady Arts Centre, and RichMix, led by Climate Sisters and Siblings exploring identity, resistance, and climate justice.
- **New partnerships with five community organisations:** New relationships across Tower Hamlets and Hackney engaged diverse groups from East London Mosque to Claudia Jones Organisation.
- **Powerful storytelling rooted in heritage:** Participants shared personal and ancestral experiences of climate impacts from the Caribbean, Somalia, and beyond through textiles, art, and performance.
- **Personal growth:** From a Climate Sister joining the Wen staff team and young people gaining confidence and skills, to a 76-year-old learning filmmaking - which she now uses to fundraise for a summer school project she founded in St. Vincent.
- **Connection and inspiration through shared experience:** From a group boat trip on the River Lea, a visit to Tate Modern, and continued support through mentorship and collective learning.

"Climate Sisters is inspired, as a Wen/ Claudia Jones Organisation project it has included the involvement of grassroots Black African Caribbean women wherever we are - at home or in the diaspora. Climate Sisters encouraged the articulation of their voices about lived circumstances, created a space for them to reflect on what they do and how they respond to the challenges of life as they arrive, to acknowledge and own their skills and abilities and realise the resilience of their communities in living lives under these conditions." - Claudia Phillips, Co-founder Claudia Jones Organisation

"I was really impressed with how the young people were engaged throughout the programme, and with the participatory, inclusive atmosphere of the sessions. I felt so proud of those who presented in the final week and exhibited their work at the showcase exhibition. It's clear this programme has made a powerful, positive impact on their lives." - Mona Bani, Director of Revoke

"Climate Sisters meant so much to me. I was depressed and feeling so low, but every week I came along, it was good for me. It made a huge difference - those sessions brought me back, the self esteem building was so good. I'm honestly so gassed by it." - Climate Sister

What's Next

- **New partnerships:** In Year Three of the Climate Sisters programme, funded by [Propel](#), we're partnering with [Women's Inclusive Team](#) and [The Love Tank](#), followed by Akwaaba and Alas Education. All four cohorts will feed into a collective Phase 2, ending in a celebratory public showcase in March 2026.
- **Expanding nationally:** We are expanding regionally to Manchester and the North West, and nationally in Glasgow and Scotland's Central Belt, entering the five-year Climate Action Fund-supported programme.
- **New roles to strengthen impact:** We are recruiting five new staff including two Programme Managers, two Project Coordinators and a Head of Movements to support and strengthen the programme's expansion and impact.
- **Deepening intersectional learning:** There has been a strong focus on the links between racial, gender and climate justice, rooted in an intersectional feminist approach that centres lived experiences.
- **Shifting narratives:** Through art, storytelling and intergenerational exchange, the programme continues to challenge systems of inequality, amplify marginalised

voices, and explore how local and diasporic realities connect to global climate justice.

***"It's rare to see women of colour like me - Muslim women in Niqab - in environmental spaces. I want other women of colour to know that this space belongs to us too."** - Shabina, Tower Hamlets Climate Sister*

FEMINIST TOXIC FREE FUTURES

Environmenstrual

In October 2024, Wen launched a bold call for a Menstrual Health, Dignity and Sustainability Act, demanding urgent action on menstrual equity, public health and environmental safety.

Backed by over 45 leading experts, organisations and campaigners, the Act outlines practical, transformative measures to address the systemic failures surrounding menstrual products, education, access and regulation in the UK.

The campaign, launched during Environmenstrual Week, is a direct response to growing concerns about exposure to toxic chemicals in period products, period equity, environmental waste and the ongoing stigma around menstruation.

New research continues to emerge each month, revealing toxic chemicals and heavy metals in period products. Consumers are left in the dark, and there is little research about potential health impacts. Meanwhile, 42% of girls in the UK are struggling to afford period products, and 28,114 tonnes of menstrual waste is generated each year.

Concern was also raised about the quality of free period products in the UK government scheme. Period equity means providing safe and sustainable options for all those who need them. Combined with the impact on our environment and wildlife, the need for change is urgent.

The Act was developed by Helen Lynn, Wen's Senior Consultant and Research Fellow who leads Wen's Environmenstrual Campaign, and draws inspiration from all the groundbreaking work and recommendations by those organisations and individuals referenced in the act. Combined with world-leading legislation in Scotland and Catalonia, where the right to free, reusable period products is being embedded into policy. The Act calls for equal access to sustainable products, transparent labelling, stronger regulation and better education, rooted in a gender justice and public health framework.

***"Governments must guarantee the right to menstrual equity... Gender justice, social justice and climate justice are thus intertwined." - Hon. Tània Verge, MP
Parliament of Catalonia***



The Environmenstrual stall at a Freshers Fair

Highlights

- **A new legislative blueprint:** We launched the Menstrual Health, Dignity and Sustainability Act, a comprehensive policy vision to transform the UK's approach to menstrual equity and product safety.
- **Backed by sector leaders:** Over 45 high-profile supporters backed the Act, including Baroness Natalie Bennett, Dr. Karen Joash, Girlguiding, and Bloody Good Period.

- **Elevating menstruation as a public health issue:** The campaign reframed menstrual equity as both a human rights and public health issue, urging the UK to catch up with global best practice.
- **Public opinion research:** Our survey found that 86% of UK women and those who menstruate support stronger regulation of period products, and 89% want full ingredient labelling.
- **Championing sustainable solutions:** The Act demands free, sustainable, toxic-free period products for all, to reduce health risks and environmental harm.
- **Media coverage:** Wen was included in key titles including *The Ecologist*, [*BBC Future's article on the most sustainable period product*](#), and [*The Conversation with academic Poppy Taylor*](#).

"Improved regulation remains crucial... That is why I'm taking through the House of Lords the Consumer Products (Control of Biocides) Bill, which seeks to end all unnecessary use of toxic products, which not only threaten our health but promote antimicrobial resistance." - Baroness Natalie Bennett, Green Party Peer

What's next

- **Growing public and political support:** We will continue mobilising public backing for the Act, supporting Early Day motions on the issue, encouraging people to pledge support, write to MPs, and demand change via #MenstrualActNow.
- **Parliamentary and policy engagement:** We are briefing MPs and peers, and supporting Baroness Bennett's legislative efforts to tackle toxic chemicals in consumer products especially period products. Wen will continue to build support around the Menstrual, Health, Dignity and Sustainability Act encouraging government action.
- **Expanding awareness and education:** We will build on the momentum of Environmenstrual Week by expanding public education around toxic ingredients, period stigma and the need for systemic reform.
- **Pushing for regulatory reform:** We will continue calling for independent product testing, full ingredient labelling and an urgent shift in how period products are regulated in the UK.

- **Advancing global solidarity:** We are drawing on international models like Catalonia's and Scotland's to advocate for menstrual equity as a fundamental right, here in the UK and beyond.

"Women and those who menstruate need greater awareness and strong legislation to protect them from these harmful effects, ensuring that products used in intimate areas are safe and free from dangerous substances."

- Dr. Karen Joash - Consultant in Obstetrics and Gynaecology

ERASMUS + MENSY - the menstrual education project

Between March 2024 and March 2025, Wen co-led the UK research arm of MENSY, a bold, international two-year initiative advancing menstrual justice, youth leadership and sustainability. Funded by Erasmus+ and delivered in partnership with feminist and environmental organisations across six European countries and including Ukraine and the UK, the project is creating a powerful, cross-border movement to break menstrual taboos and promote safe, accessible, low-impact period products.

In this initial phase, Wen co-authored a survey to inform the work, training materials and resources. In 2025 we issued a UK-wide call for young people to become MENSY Ambassadors, aimed at recruiting 30 youth leaders to take part in an exclusive training programme designed to equip them with the skills, knowledge and confidence to run menstrual equity workshops and campaigns in their communities. Wen contributed to a training manual and suite of resources to be used by Ambassadors covering product literacy to climate justice and health concerns. The training goes beyond basics to address the environmental, economic and systemic barriers faced by those who menstruate.

At its core, MENSY centres a gender justice approach, promoting empowerment, peer-led education, and cross-cultural solidarity. It challenges the dominance of disposable period products and connects menstruation to wider struggles for climate and health equity.

Highlights

- **Launched the UK MENSY Ambassador programme:** We recruited 30 youth leaders passionate about menstruation, sustainability and social justice to join the UK's first cohort of MENSY Ambassadors.
- **Delivered transformative training:** Ambassadors took part in comprehensive training covering product safety, climate impacts, menstrual health, and how to lead campaigns and workshops.

- **Challenged stigma and silence:** Through the training, 30 Ambassadors are equipped to open up conversations on menstrual justice in schools, youth spaces and organisations.
- **Centred equity and empowerment:** MENSY focuses on empowering marginalised voices and shifting period narratives from shame to strength.
- **Part of a pan-European movement:** We are working alongside partners in Ireland, Croatia, Spain, Hungary, Portugal, the Netherlands and Ukraine to scale impact across borders.

“We will be combating menstrual poverty by breaking the taboo and empowering women, girls and those who menstruate using a gender justice approach.” - MENSY project statement



MENSY 'Train the trainer' graduates in the People's Museum in Manchester.

What's next

- **Ambassadors in action:** MENSY Ambassadors will begin delivering their own workshops, peer education sessions and campaigns on menstrual equity and sustainability across the UK.
- **Contributing to European evaluation:** Feedback and learnings from the UK pilot will be shared with European partners to strengthen the final phase of the project.
- **Final programme phase:** We will support the delivery of the MENSY project through to its conclusion in December 2025, contributing to advocacy, final reports and future scaling.
- **Amplifying youth voices:** We will continue to champion youth leadership in menstrual justice and explore ways to celebrate and embed this work into Wen's wider education and policy programmes.

The Green Baby Campaign

Wen's Green Baby programme continues to lead the call for a toxic-free future for parents, carers, babies and children. On 12 June 2024, the **second annual Green Baby Day** highlighted toxic chemicals found in everyday baby products and the urgent need for stronger public health protections and improved regulation in the UK.

Our new **Green Baby survey** revealed that 90% of parents are concerned about the health impacts of toxic chemicals in baby products, with 77% saying the UK government is not doing enough to protect families. The campaign drew attention to the UK's chemical regulation 'standstill' since Brexit and demanded that toxic chemicals be treated as a public health priority.

Green Baby Day 2024, supported by Natracare, The Savitri Trust and Weleda UK featured a high-profile panel event at Amnesty International, uniting experts, campaigners, and policymakers around the call for effective, science-based chemical safety legislation - especially to protect future generations. The programme also provides parents and carers with accessible, affordable, eco-friendly choices that help minimise exposure to harmful chemicals.

Our campaign made it clear: everyone deserves the right to a toxic-free future.

“We are sleepwalking into the next health emergency, with the government and business ignoring the clear link between exposure to toxic chemicals and adverse health impacts for babies and children.” - Helen Lynn, Senior Consultant and Research Fellow at Wen

Highlights

- **A national call to action and new parent-led research:** Green Baby Day 2024 shone a spotlight on toxic chemicals in baby products and called on the UK government to treat chemical safety as a public health priority. Wen’s Green Baby survey found 90% of parents are concerned about toxic chemicals harming their child’s health, and 77% think the UK government is failing to protect them.
- **Exposing regulatory failure:** The campaign highlighted how the UK has fallen behind post-Brexit on toxic chemical regulation, leaving families in the UK more vulnerable than those in the EU.
- **Powerful partnerships:** Natracare, The Savitri Trust and Weleda UK supported the campaign and Green Baby Day brought together expert voices in maternal health, child rights, environmental justice and policy. Dr Karen Joash, Consultant in Obstetrics and Gynaecology at Imperial College Healthcare NHS Trust joined Wen as an Ambassador.
- **Engaging public events:** A panel discussion at Amnesty International explored why toxic chemicals aren’t on the public health agenda, with speakers including Baroness Natalie Bennett and Dr Karen Joash.
- **Media partnerships to extend reach:** Green Baby Day was featured by eight media outlets, including a media partnership with [The Green Parent](#). Coverage also appeared in [My Green Pod](#), Green Living Blog and other specialist green lifestyle and product media.

What's next

- **Campaigning for regulatory reform:** We will continue to advocate for robust chemicals regulation in the UK that prioritises babies', children's and reproductive health.
- **New Green Baby resources:** We will develop accessible guides to help parents make informed, affordable and eco-friendly choices for their families.
- **Deepening policy engagement:** We plan to brief policymakers and health professionals to push toxic chemical exposure up the public health agenda, highlighting in particular the gendered and intersectional health impacts.
- **Raising public awareness:** We will continue to build public understanding of endocrine-disrupting chemicals (EDCs) and the need for transparency of the ingredients in personal care and other baby products.
- **Growing the movement:** We will deepen partnerships and expand the Green Baby community. Our aim is to build a space for collaboration and ensure that parents and carers have a powerful voice in the fight for a toxic-free future.

Real Nappies for London

Real Nappies for London is a waste prevention programme supporting families across London to get started with reusable nappies as a sustainable alternative to disposables. The scheme offers a voucher worth up to £70 to make reusable nappies more affordable and accessible. Our goal is to reduce single-use nappy waste, help families save money, and promote healthier more sustainable choices.

Between April 2024 and March 2025, working in partnership with eleven London Boroughs, we issued 1,203 vouchers. As of July 2025, 815 vouchers have been redeemed, with final figures available after October 2025.

Alongside the voucher scheme, we delivered an outreach programme, including in-person and online demonstrations, information stalls, antenatal class talks, and reusable nappy meet-ups and give & take events, all providing families with practical guidance, hands-on advice, and community support.

Highlights

- **Issued 1,203 reusable nappy vouchers:** Helping families across London get started with reusable nappies and make more sustainable and affordable choices.
- **Prevented 982 tonnes of single-use nappy waste:** By supporting reusable nappy uptake, we helped prevent an estimated 982 tonnes of disposable nappy waste¹, saving an estimated £109,984 in disposal costs² for councils in 2024/25.
- **Engaged 947 people through 90 community outreach events:** We delivered a mix of in-person and online community events providing families with hands-on information and practical support.
- **Made reusable nappies free and accessible through give & take events:** 14 of our 90 events were reusable nappy give & take events, enabling families to access reusable nappies at no cost. These events keep good-quality reusable nappies in circulation, reduce single-use waste, and eliminate upfront costs, making sustainable choices accessible to more families.
- **Celebrated Reusable Nappy Week (22-28 April 2024):** We celebrated the benefits of reusable nappies through a coordinated week of educational activities, community engagement, online campaigns and giveaways.

“Waltham Forest Council is proud to support Wen’s Real Nappies for London campaign. With face-to-face outreach at community events, the campaign has connected with residents in the borough. This initiative not only helps reduce waste and cut carbon emissions but also supports residents saving money and living more sustainably.” - Jamal Mohammed, Waltham Forest Council Waste and Recycling Officer



Reusable nappy information stall - Alice Walker, RNFL Coordinator and Mayor of Kingston, Councillor Liz Green.

What's Next

- **Expanding our reach across London:** In 2025/26, Real Nappies for London will continue to expand its reach and impact across London. A key milestone will be the addition of the London Borough of Brent to our voucher scheme, bringing the total number of participating boroughs to twelve and enabling us to support even more families to make the switch to reusable nappies.
- **Practical support for families:** We will maintain our voucher scheme and outreach activities, delivering practical support through demonstrations, events, and talks.

- **Supporting early years settings:** We also plan to explore opportunities to increase reusable nappy uptake in early years settings, building on our work supporting nurseries to transition to reusable nappies.
- **Championing change during Reusable Nappy Week:** We will continue to champion waste reduction through Reusable Nappy Week, using it as a platform to celebrate success stories, build community connections, and reach new audiences.
- **Empowering sustainable choices:** Our focus remains to empower parents to make healthier and sustainable choices for their families.

Quotes from voucher scheme and event participants:

“The voucher scheme made it more affordable for me to start my reusable nappy collection and I was easily able to pick up more second hand and even for free at the Real Nappies for London events. I am now using reusable nappies with my second child and I feel happy knowing that not only have I saved money, I have also significantly reduced our household waste.” – Jenni, Waltham Forest

“It was really educational to learn about the different types of reusable nappies, and lovely to find a community of people helping each other.”

“The Islington Give & Take got me started on reusable nappies. I got to try different brands and types before I picked the ones I like. Then I used my voucher to buy a whole bunch of them. It has been fantastic!” – Nicole, Islington

FEMINIST FOOD JUSTICE

Just FACT (Just Food and Climate Transition)

Just FACT (Just Food and Climate Transition) is a five-year, community-led programme coordinated by Wen to build a fairer, more sustainable food system in Tower Hamlets. It brings together grassroots groups, growers, residents and organisations to tackle the climate crisis and food injustice, while centring equity, care and community leadership.

Just FACT has built a stronger, better-connected movement for a fair and sustainable food system in Tower Hamlets. Working with partners across the borough, Just FACT has helped increase access to healthy, sustainable, culturally appropriate and affordable food. From rooftop gardens and city farms to food co-ops and composting schemes, the programme has supported a wide range of innovative projects that offer practical, community-led solutions to the climate crisis.

Just FACT has also influenced Tower Hamlets Borough Council's strategy, with food systems now set to be the focus of the borough's public health priorities for the next five years. The programme has supported local leadership, built skills, created employment, and helped reduce emissions, all while demonstrating scalable alternatives to our current food system.

***"We are delighted that the focus of our next five-year public health strategy will be on 'Transforming food systems'... We have been particularly inspired by Just FACT and the growing network of grassroots projects that are trialling community-led solutions. We want learnings from this work to be the bedrock of our new borough-wide strategy."** - Natalie Lovell - Associate Director for Public Health, London Borough of Tower Hamlets*

Highlights

- **Influencing local policy:** Tower Hamlets Council is making food systems the focus of its next five-year public health strategy, inspired by Just FACT.
- **A stronger local movement:** More than 26 projects and over 100 individuals formed an interconnected network driving food and climate justice across Tower Hamlets. Just FACT has created space for local residents to share their knowledge and solutions to the food and climate issues faced.
- **Increased access to sustainable food:** Community-led growing projects and food co-ops have improved access to healthy, culturally appropriate, affordable food across the borough.

- **Scalable community-led solutions:** From anaerobic digestion to bulk-buying food co-ops, Just FACT has piloted innovative models that can be replicated beyond Tower Hamlets.
- **Reducing food-related emissions:** Projects across the programme have cut emissions by tackling food waste, reducing imports, increasing composting and growing food locally.
- **Expanding community leadership:** Just FACT supported diverse community leadership, with employment opportunities at Stepney City Farm, R-Urban Poplar and others, and created space for local people to shape decisions.

By the end of year four, 17,000+ residents have taken part in learning activities, uplifting local expertise and cultural food knowledge, and involving nearly 200 volunteers.



Just FACT partners

What's next

- **Final programme report:** As the Just FACT project enters its final phase, running until February 2026, we're excited to build on the momentum of the past four years with new funding and a packed programme of activities.
- **A Blueprint for Others:** Through the Just FACT website, podcast, resources, and portrait exhibition, we are building a comprehensive archive and practical template that other boroughs and cities can adapt to showcase and strengthen their local food justice work.
- **Publishing learning briefs:** We will be sharing key learnings and impacts through a series of briefing reports and publishing a collection of project case studies, highlighting innovative work taking place across Tower Hamlets. Learnings from community-led models will be shared widely to support others building power through food justice.
- **A major milestone will be the Power of Food Festival:** Taking place in September 2025. This 10-day borough-wide celebration will bring together Just FACT partners, local organisations, and residents to showcase the community-led projects transforming Tower Hamlets' food system. The festival will celebrate the borough's food cultures and champion the growing movement for food justice and climate action.
- **Policy influence and advocacy:** We will continue engaging Tower Hamlets Council on food strategy, local growing, and circular waste systems.
- **Securing further funding:** We will continue working with local partners to leverage funding for community-driven food and climate projects across the borough.

***"This course through Providence Row and my time around the people here has been eye opening, it's opened up a doorway for me and these are skills that I'll keep forever."** - Kevin, a qualified horticulturist and gardener - Providence Grow Programme, part of Just FACT*

The Tower Hamlets Food Partnership (THFP)

The Tower Hamlets Food Partnership is a cross-sector network building a fairer, healthier and more sustainable food system for everyone in Tower Hamlets.

We bring together schools, NHS bodies, academics, resident collectives, artists, campaign groups, charities, community organisations, small businesses and social enterprises, faith-based groups, council teams, housing providers, trade unions, and more.

In July 2024, we relaunched the Food Partnership, to reinvigorate our membership to encompass all the emerging and existing amazing local groups working on food system change, to reimagine our vision, and to redevelop our strategy for food system change.

Since then we've been building an inclusive and wide-ranging membership. We've collectively developed a new five year strategy, we've hosted many events and meetups, and have dived into working towards focused areas of collaboration.

Highlights

- **Inclusive engagement:** Starting in January 2025, we have delivered over 80 hours of paid bursaries to actively support and expand inclusive participation, ensuring that diverse voices and lived experiences were meaningfully represented across all our activities.
- **Strategic representation:** Tower Hamlets Food Partnership demonstrated strong strategic presence in 2025, with representation across 14 local events, 5 regional (London-wide) platforms, and 9 national forums—ensuring that local voices and priorities were visible in key policy and advocacy spaces.
- **Strategic aims identified:** We have prioritised strategic aims collaboratively, based on when partners feel energised and ready to lead. This flexible, responsive approach ensures that our work is grounded in real community momentum and collective care. These areas are:
 - Food Access and Insecurity
 - Land Access and Food Growing
 - Holistic School Food
 - Community Wealth Building
 - Community-Led Circular Waste Solutions
 - Community-Led Health and Wellbeing
- **A vibrant and growing network:** Over 200 individuals and groups united by a shared commitment to transforming the local food system make up THFP. Our members span council teams, resident collectives, schools, NHS bodies, research institutions,

community gardens, city farms, housing associations, activist groups, local businesses, and more.



Tower Hamlets Food Partnership Meeting

What's next

- **More fruitful collaboration:** Tower Hamlets Food Partnership will continue to build on genuine and fruitful collaboration to work towards food system change. We will keep aiming to support partners to engage together on each of our collectively agreed strategic collaboration areas.
- **Strong partnerships:** We hope to strengthen partnerships related to community wealth building and circular waste solutions in particular, and build on our existing partnership work around food access and land access.
- **Part of policy change:** We will actively contribute to policy change opportunities, ensuring community-driven change in food waste collections (becoming mandatory in Tower Hamlets in 2027), in food growing policies (Tower Hamlets is creating a new

Food Growing Strategy and we want the Right to Grow supported) and in our Borough's upcoming Transforming Food Systems strategy.

- **Raising the profile of community-driven solutions:** We want to keep raising the profile of collaboratively created community-driven solutions and demands, and see these learned from, replicated and resourced to create deep systems change.

“This year's Food Partnership Summit was a brilliant event and a testament to how successful the Food Partnership has been over the last year that it felt like a space for developing existing relationships and conversations compared to last year where it felt most were meeting for the first time.” - Laurie McGeoghegan, Food Insecurity Officer, London Borough of Tower Hamlets

Food Lives Tower Hamlets

Food Lives Tower Hamlets is run by Wen and the University of Sussex and is taking place on the St George's Estate, Shadwell. The project looks at the role food plays in our lives and the importance of history, culture and heritage to our food habits. The project includes research, the co-development of new products, supply chains and policy frameworks that aim to deliver an affordable, healthy and sustainable diet to communities in Tower Hamlets. It is part of the [FoodSEqual programme](#).

Between March 2024 and March 2025, the team was conducting research, particularly around perceptions of organic fruit and vegetables, working closely with the 'Leaders In Community' food cooperative. The team also worked with Tozer Seed company to research what it would take to grow climate resilient Bangladeshi vegetables in the UK.

The Food Lives team took part in many events, sharing research findings, and their innovative feminist research methodology - from Finland to Bristol and Sussex.

Highlights

- **Centred community voices:** Food Lives Tower Hamlets continued working with local communities to increase choice and agency over the food they eat.
- **Insight-led research:** Conducted in-depth research into perceptions of organic fruit and vegetables in partnership with Leaders In Community's food co-op, grounding findings in lived experience.
- **Future-proofing crops:** Partnered with Tozer Seeds to explore the feasibility of growing climate-resilient Bangladeshi vegetables in the UK; supporting food sovereignty and cultural relevance in the face of climate change.
- **Creative collaboration:** Launched a new partnership with illustration students at Falmouth University to visually explore and communicate key themes emerging from the project.
- **Sharing feminist methodologies:** Shared research findings and our innovative feminist research approach at events and conferences from Finland to Bristol and Sussex, influencing wider academic and practitioner networks.

"I went to the community gardener on my estate to ask for seeds, but unfortunately, I wasn't in luck. The women told me the seeds they sowed this year weren't doing well because of the weather. The small supply they had left was being saved for next year, just in case nothing grows this season. It was really sad - their vegetable plants were struggling, and many of the women felt disheartened. They said they'd now have to buy plants from local shops instead." - Sajna, Food Lives researcher at Wen

This moment underlines just how vital our collaboration with Tozer Seeds is, creating a reliable, climate-resilient UK supply of Bangladeshi vegetable seeds could make a real difference to communities facing the impacts of changing weather.



A visit to Tozer Seeds

What's next

- **Final phase underway:** We are entering the final year of the Food Lives project, focused on wrapping up and sharing five years of research in creative and inclusive ways.
- **New research strand:** Launched a collaboration with the British Nutrition Foundation exploring effective health communication.
- **Creative storytelling:** We are taking the opportunity to continue to share our work widely and creatively, working with artists and, most importantly, with research participants to bring findings to life through co-created storytelling and visual work.
- **Public engagement:** We are planning an exhibition as part of the Power of Food Festival and a final celebration event in January 2026.
- **Wider influence:** We continue to accept invitations to present at national and international events, sharing insights and feminist research methodology with broader audiences.

“These sketches bring out so much about the embodied nature of [their] cooking and the emotional connection amongst the women in ways words can’t. Our own participation in the cooking workshop reinforced our understanding of women’s expertise and creativity in their domestic foodwork.”

- Dr Elaine Swan, Sussex University Food and Feminist Specialist and Food Lives Leader

Tower Hamlets Food Growers

The Tower Hamlets Food Growers’ Network has continued to thrive, with regular gatherings and 10 workshops planned around topics chosen by local food growers and participants. The aim is to support connection, learning and practical action among the borough’s diverse community of growers.

Now in its fifteenth year, the network has grown from humble beginnings, often operating on a shoestring budget, into a well-resourced, trusted space that brings together everyone from balcony gardeners to established community growing spaces.

These gatherings have proven to be vital for sharing knowledge, building confidence, and growing a stronger local food movement. The project also highlights how almost any space, no matter how limited, has the potential to be transformed into a productive growing area.

Over time, these gatherings have become more than just a place for networking and resource-sharing. They are now recognised as joyful, inspiring, and restorative spaces - firmly established as a “go-to” event in the local community calendar.

Highlights

- **Reaching 80-100 participants at each seasonal network gathering:** Building connections and relationships across communities, between small food growing projects and with individual participants.
- **Sharing resources, equipment and tools:** This evolved organically but has led to additional community benefits such as saving money and avoiding waste going to landfill.
- **Skill sharing and learning:** Information about food growing techniques has been passed on through workshops, newsletters, site visits and guest speakers at the gatherings. Workshops included composting, designing and planning gardens, seed saving, identifying plants, making raised beds and benches.

- **Advocacy:** We have raised awareness of local, national and international environmental issues impacting food growing by connecting it with campaigns and movements such as the Right to Grow and Access to London.
- **Change:** Recognising, valuing and forefronting existing food growing and cooking knowledge held in communities which could be ancestral, cultural or lived experience.

What participants said:

"I look forward to the gatherings, it's my chance to get away from my daily chores and come here and just be without feeling the guilt, it's still work."

"I was very moved by [the] presentation and the warmth of the environment and all involved. I'm already implementing small things into life to be less wasteful and to upcycle and repurpose things, so this was very aligned."



Woodwork workshop, learning to make raised beds and garden furniture

What's next

- **Refining our role:** We paused at the start of the year to reflect on how this work aligns with Wen's new five-year strategy and whether we are best placed to continue delivering it.
- **Building on what works:** Our ability to be nimble and resourceful has been key to the success of this project, with short-term funding and sometimes a shoestring budget but we know that longer-term funding is vital to fully embed this work within local communities and ensure lasting impact.
- **Enabling deeper change:** Sustained funding allows for stronger, more collaborative partnerships, more equitable resource sharing, and better engagement with local and systemic food system change.
- **Listening and adapting:** We will continue to prioritise face-to-face events in response to community preferences, while also recognising the value of hybrid and online options to reach wider, more inclusive audiences. We have identified a clear need for more support for new garden start-ups and we will continue to explore ways to address this, despite limited resources and capacity.
- **Deepening impact:** The value of seasonal gatherings, especially for those who've faced hardship, cannot be underestimated. We are committed to supporting this work, creating more spaces for food growing, and enabling fairer access to land.

"It has been an unexpected day out! Meeting new people and finding out about local organisations." – An event attendee from Recovery College

Limborough Hub

The Limborough Food Hub in Poplar hosts a programme of activities enabling co-produced, community-led climate action through creating a better food system.

Food justice sits at the core of many Tower Hamlets residents' greatest challenges. Transforming the food system is not just part of the solution, it's central to building a future where wellbeing, equity, and resilience are at the heart of our communities.

Limborough includes a community garden, greenhouse, community training kitchen, a food pantry (offering low-cost groceries to people struggling to afford food) as well as a workshop and meeting space.

The activities at the hub are responsive and relevant to people's everyday lives. Regular activities include resident community growers, Quaker Social Action (QSA) Group cook up sessions, St Mungo's Grub Club, Eid celebrations, harvest celebrations, training and meetings.

The Limborough Food Hub, managed by Wen, forms a vital part of a five-year climate action project in Tower Hamlets through Just FACT (A Just Food and Climate Transition).

We believe food has the unique power to bring people together across differences to create positive change collectively. It creates a place where we can share knowledge, skills and gain confidence to take high impact action as a community to prevent a climate crisis.



Highlights

- **Limborough kitchen has been a lifeline for families in temporary accommodation:** Each week, 4 to 6 families have relied on the Limborough kitchen as their only opportunity for a hot, culturally appropriate meal. Living in temporary housing with no access to cooking facilities, these families have told us that preparing fresh, wholesome food for themselves restores a sense of dignity and humanity. This is one of the most impactful and vital activities at Limborough, directly supporting people living on as little as £8 a week.
- **18 community gardeners growing food that connects to culture and heritage:** Our 18 regular gardeners each tend their own raised bed at Limborough, cultivating crops linked to their cultural diets. People meet to share skills, stories and seeds. You'll often hear pride in the way knowledge is passed down from generation to generation, keeping traditional growing practices alive and valued.
- **12 community members gained woodworking skills through collaborative workshops:** In partnership with The Woodshop of Recycled Delights (WoRD), we ran a series of practical workshops teaching 12 gardeners and volunteers how to build raised beds and benches. For many, it was their first experience using power tools and their creations now serve the wider garden community.
- **Corporate volunteering at Limborough strengthens connection and purpose:** Our community garden has become a powerful site for corporate volunteers to reconnect with nature, support environmental sustainability and build meaningful relationships. Getting hands in the soil nurtures empathy and shared purpose.

One participant summed it up: "Watching them take pride in their first harvest was more fulfilling than any project deadline."

- **Mental health and wellbeing rooted in community:** The Limborough Hub provides essential support for mental health and wellbeing. In times of stress, grief or isolation, people find comfort in shared meals, gardening, creative workshops or simply a chat over tea. These spaces offer belonging, connection and purpose, allowing individuals to be seen, heard and supported in a nurturing environment where mental health can flourish.



Inside the community garden greenhouse at Limborough Community Hub.

“The open kitchen is a life saver for our families that have absolutely nowhere to prepare a hot nutritious meal for themselves, no kitchen, no hob, no microwave. When they come here you see the importance of a mother simply being able to cook and feed her child. There aren't many kitchens like this one available for our families, it's priceless.” - Quaker Social Action

What's next

- **Creating a safe and welcoming drop-in space for the community:** We want Limborough to become an open, accessible hub and drop-in centre where local residents feel at home. Plans include restoring the kitchenette and adding a tea and coffee station, alongside the creation of a “home away from home” area with comfortable seating and space to relax, talk or simply be. This responds directly to the isolation faced by many visitors, especially those supported by partners like QSA and the Grub Club.
- **Redesigning the space for flexibility and community use:** To better meet local needs, we plan to restructure the hub to include an independent workshop space, a living room-style area, and a private meeting room. Pantry storage will be reorganised to

support this, and a new community larder stocked with basic items will be available for anyone using the kitchen.

- **Improving visibility and first impressions:** We aim to improve the external façade of Limborough to make the hub more welcoming and recognisable to people passing by. Clear signage and small design improvements will help more residents feel comfortable coming through the door.
- **Expanding the garden's use through all seasons:** To extend the use of the garden into colder months, we plan to install a rain shelter such as a pergola, along with outdoor heating and lighting. This will allow more year-round activities and provide a sheltered space for workshops, gardening and social events.

"I love coming to the garden, we chat, we laugh and we work hard, but I always go away feeling happy." - The Limborough Food Hub, community gardener

NATURE FOR HEALTH

Soil Sisters

Soil Sisters is one of Wen's most transformative and profound projects, using therapeutic horticulture to support women and children living in refuges in East London. Many of the women we work with have experienced domestic violence, forced marriage, trafficking, or have fled conflict and persecution. The programme brings therapeutic horticulture and growing spaces to refuges and refugee settings. Through gardening, cooking, and spending time in nature together, Soil Sisters provides space for healing, connection, and joy.

Nature has well-documented benefits for mental health, but for many women in refuges, those benefits are out of reach. Women are often placed in unfamiliar areas for their safety, where they feel isolated, disoriented and unable to explore green spaces. Soil Sisters changes that. It greens hidden spaces, and creates safe, supportive environments where women can reconnect with themselves, each other, and the world around them.

Over the past year, the project has helped women reclaim agency, learn new skills, build friendships, and create joyful spaces for their children. These growing spaces offer healing, empowerment and hope.

One refuge resident said it was the first time she'd been outside for leisure since arriving in the UK four years ago.

Highlights

- **Improved wellbeing and connection:** Women reported better mental health, increased confidence, and a renewed sense of purpose and connection with nature through hands-on gardening, peer support, and shared meals.
- **Reduced isolation through community excursions, trips and nature-based events:** Like visits to Kew Gardens, Limbrough cooking sessions and Tower Hamlets Food Growers' gatherings have helped women feel part of the wider world again.
- **Restoring agency and dignity:** Sessions provide structure, purpose and control, which is especially important for women navigating the asylum process or recovering from trauma. It also provides a space to play, learn and be together with their children in a way that some have been denied for a long time whilst dealing with multiple crises.
- **A beautiful new summer house:** Women, children and staff have transformed a wooden shed into a brightly coloured children's space. We sanded, painted, put up shelves and built a children's mud kitchen. We worked with an art teacher, Kally, to make art for the walls and beanbags and donated books have brought it to life. At the back we have a secret garden too!
- **Growing fresh, chemical-free produce:** By creating growing spaces to cultivate vegetables and flowers women have been able to access fresh seasonal and, at times, culturally desirable produce. We've used organic peat-free compost where possible, composting and harvesting rainwater. We do not use synthetic chemicals, sprays or slug pellets, ensuring what we grow is organic and good for the body as well as the environment.

"The Summer House has been invaluable. Because it's just off the living room and visible from the house, it's become a space where children can play safely, which means house meetings can run more smoothly while the women make decisions and plans together." – Staff member at partner refuge

“We chopped down some overgrown hazardous plants at the front of the refuge and the manager called through the window: ‘You are letting in the light here in so many different ways!’” - Bernadette Kennedy - Soil Sisters Therapeutic Gardener at Wen



Soil Sisters in one of the refuge gardens after an art workshop. From left: Lauren, family worker Hestia, Toyoba, Hestia volunteer, Kally, art teacher and Bernadette, Wen's Soil Sister's Therapeutic Gardener

What's next

- **Secure future funding:** The project is a beacon of hope, especially at times when public services are stretched, so we have applied for additional funding to continue our much needed work with existing partner refuges and build new relationships with refuges across Tower Hamlets.
- **Expand nationally:** Explore opportunities to grow and expand the Soil Sisters model beyond Tower Hamlets to the North West of England and Scotland to support more women and families.
- **Champion leadership with compassion:** Continue to centre care and empathy in our work, recognising Bernadette's leadership as a model for trauma-informed, healing-based practice.
- **Advocate for national change:** Campaign for therapeutic growing spaces to become a core part of support services in all women's refuges across the UK.
- **Share our toolkit:** Launch and distribute a practical toolkit to help organisations, communities and women create their own healing spaces through therapeutic horticulture.

"Thank you for all your support and making the effort to include me in activities that have helped me find new things to do in an area that was strange to me." -
A woman who recently left the refuge

"For International Women's day we attended an event put on by Hestia, which runs one of our partner refuges. We had worked with one of the women there, who spoke in front of the whole gathering which was very large. I had not heard her story before and it was very moving and empowering for all there. It was so good that we had gone as a group to hear her. It was very moving to hear her say that the Soil Sisters had been part of her empowerment and strength."
- Bernadette Kennedy - Soil Sisters Therapeutic Gardener at Wen

7. Influencing the agenda

Wen, together with our partners, is part of a powerful and growing movement that challenges who gets to speak, what knowledge is valued, and how systemic change is made. From Parliament to public discourse, we're pushing gender, racial, environmental and social justice to the top of the agenda, and centering the lived experiences of those most impacted by injustice.

Here are some of the ways we helped shape the conversation in 2024-2025, and where we're heading next.

Storytelling as a tool for change

We continued to evolve our approach to communications by embedding values-led storytelling across our work. Through interviews, personal narratives and collaborative campaigns, we are working to centre diverse women's voices and lived experience in everything we do. In 2025/26, we'll launch *Wen's Take*, a new storytelling platform on our website to showcase voices from the grassroots. Alongside this, we're creating an unfiltered partner platform where Wen collaborators can share insights and ideas in their own words.

Thought leadership that centres excluded voices

Wen's events this year brought together powerful, diverse panels of grassroots organisers, campaigners and policy experts, many of whom are excluded from mainstream climate and gender justice spaces. From Green Baby Day to Environmenstrual Week, and Just FACT gatherings, we continued to create platforms and Wen Forums where intersectional feminist leadership can thrive. In the year ahead, we'll also amplify Wen staff voices, ensuring their expertise and lived experience shape both public narratives and movement-building spaces.

Putting toxic-free periods on the political agenda

Wen's advocacy placed menstrual product safety and regulation on the parliamentary map. During Environmenstrual Week, we strengthened our call for a Menstrual Health, Dignity and Sustainability Act, backed by more than 35 organisations and public figures, including key stakeholders like Baroness Natalie Bennett, Dr Karen Joash, Girlguiding and Bloody Good Period.

We engaged with MPs and Defra Minister Emma Hardy, calling for greater transparency, regulation and public awareness of the toxic chemicals found in conventional period products. Our national survey showed that 89% of UK women want full ingredient labelling and we're making sure their voices are heard.

Green Baby Day partners

Green Baby Day 2024 marked a milestone for Wen's Green Baby Campaign, reaching new audiences across the UK. Our focus on toxic chemicals in baby products was amplified through a media partnership with The Green Parent Magazine and coverage in My Green Pod and Green Living Blog. With support from partners Natracare, The Savitri Trust and Weleda UK we hosted a high-profile panel event at Amnesty International UK, raising awareness of the urgent need for safer products and stronger chemicals regulation, especially for babies and children.

Environmenstrual Week builds momentum

Environmenstrual Week 2024 united over 40 organisations across the UK and Europe in a coordinated push for Menstrual Health, Dignity and Sustainability. Our joint call for a Menstrual Act gained widespread public attention. And Wen was asked to contribute to coverage in BBC Future, The Conversation and The Ecologist. We highlighted the environmental and health risks of conventional menstrual products while promoting reusable, toxic-free alternatives, reaching thousands through digital activations, toolkits, events and workshops.

What's next: Rapid response, staff storytelling and media partnerships In 2025

We will establish a reactive media function to strengthen Wen's role in public debates, respond quickly to breaking news, and ensure feminist, environmental and reproductive justice perspectives are visible in mainstream coverage. We'll centre Wen staff voices, recognising their passion, expertise and experience, through op-eds, speaker opportunities and authored content. We'll also explore strategic partnerships with journalists to increase mainstream media coverage of the issues that matter most to our audiences.



Wen Forum event with guest speakers

8. Collaborating with partners for greater impact

At Wen, partnerships are at the heart of how we create change. We know that systemic problems require collective solutions and that real progress happens when we work together.

That's why we build movements through coalitions and collaborations with organisations and networks that share our vision of environmental, gender, racial and social justice.

Throughout the year, we've worked in partnership to campaign for change and challenge the status quo. From grassroots groups to national alliances, our collaborative approach strengthens our impact.

We've been proud to partner with organisations such as Leadership Coaches, which supports Wen through the [1% for the Planet initiative](#).

"Wen is special. We love to see potential fulfilled especially for marginalised groups. We look forward to supporting Wen's work in communities, from helping women set up community food growing spaces to challenging the environmental impact of period products."

- Zoe Lewis, Director of Coaching, The Leadership Coaches

We established a collaboration with the Pesticide Collaboration and Pesticide Action Network to push for stronger protections against harmful pesticides and promote safer, more sustainable alternatives.

As part of a powerful chemicals NGO group - including CHEM Trust, Green Alliance, Breast Cancer UK, Wildlife and Countryside Link, and FIDRA - we collectively called for urgent regulatory reform on toxic chemicals. Together, we secured a meeting with Emma Hardy, Defra Minister, to raise the alarm about the risks posed to human health and the environment by chemical pollution, particularly for women and marginalised communities.

We have also established creative corporate partnerships with high profile brands such as sustainable clothing brand Damson Madder - taking our mission to new but engaged audiences.

Corporate partnership case study: Wen x Damson Madder

The partnership launched with a Black Friday collaboration, with a stand against fast fashion, and a focus on Damson Madder's ethical BCorp credentials as a counter-narrative to the biggest online shopping day of the year. Damson Madder donated 10% of its profits on Black Friday and Cyber Monday to Wen, sparking positive conversations online about ethical fashion.

The impact so far:

- Over £11,000 raised to date
- Over 72 staff volunteering hours
- 100,000 social media reach
- Strong brand alignment with ethical audiences

"This partnership goes far beyond brand. It's about values. Damson Madder's commitment to sustainability and its creative approach to its partnership with us shows what is possible when business has a focus on people and planet." - Kate Metcalf, Co-Director, Wen

"Partnering with Wen has deepened our understanding of what sustainability really means. Wen's work around eco-feminism is bold and inspiring and we are proud to help share that story with our community." - Emma Shepherd, Head of Marketing, Damson Madder

[Read the full case study.](#)

9. Valuing our team

Wen is powered by a team of **passionate ecofeminists** including staff, trustees, ambassadors and advisors. We bring together lived experience, community knowledge and expertise to drive change from the ground up.

Rooted in our commitments to **intersectional feminist leadership**, growing and sharing power we're building a culture where everyone can thrive.

Our **co-directorship** model reflects this approach, centering collaboration, trust and accountability at every level of decision-making.

"Wen's feminist co-leadership model lets us share power and creativity every day." - Zarina Ahmad, Co-Director Wen

New leadership and evolving roles

We welcomed Zarina Ahmad as our new Co-Director, bringing decades of experience in climate justice and community organising. Dr Ameira Sawas was appointed as Co-Chair of the board, working alongside Monique Johnson.

Two team members stepped into new leadership roles: Heidi Ringshaw became Head of Communications and Engagement, and Rebecca Evans-Merritt became Head of Organisational Development.

We also welcomed Nnenna Onwuka as our new Communications Coordinator, Ivié Itoje as Green Baby Programme Manager, and Katharine Westwood as Operations Manager. Former Climate Sister Shabina Ali joined us as our Real Nappies for London Officer, continuing our commitment to nurturing grassroots leadership.

A diverse, values-driven team

A staff survey in October 2024 showed that Wen continues to lead on equity in the environmental sector.

- 44% of staff identify as People of Colour (compared to 4.5% across UK environmental charities)
- 39% identify as LGBTQI+
- 50% consider themselves disabled or living with a long-term health condition
- 50% identify as coming from an economically disadvantaged background

A supportive workplace

Despite sector-wide challenges and devastating global events, the Wen team continues to support each other and stay grounded in our mission. Wen's profile is growing, with new funders approaching us and media opportunities increasing. Staff feel inspired by our current programmes and excited about what's next.

Learning, wellbeing and workplace culture

Staff had access to a wide range of continuing professional development opportunities throughout the year, alongside all-staff training on:

- Active Bystander intervention (be.sean)
- Trans Awareness (Gendered Intelligence)
- How to Talk About Palestine (Makan)

Most of the team benefit from Wen's **flexible and hybrid working policies**, supporting work-life balance and caring responsibilities.

Staff also initiated **weekly Palestine support sessions and a feminist writing group**, strengthening peer support and collective care.

“Our intersectional eco-feminist values are at the heart of what we do. It is in this light that we campaign against the atrocities taking place in Gaza by Israeli forces and stand in solidarity with Palestine.” - Wen staff

What's next for our team

- **Recruiting for feminist policy and movement roles** We're expanding our team with two new national policy roles: a Feminist Toxic Free Futures Policy Campaigner and a Feminist Climate Justice Policy Campaigner, alongside four new Climate Sisters roles based across Manchester and Scotland to support the programme's national growth and a Head of Movements.
- **Strengthening support through leave policies** We're developing new leave policies and processes, shaped through participatory staff input, to better support people during time off and ensure care and flexibility are embedded in our workplace culture.
- **Prioritising wellbeing and inclusion** We're enhancing support for team cohesion and wellbeing, including training Mental Health First Aiders and introducing new ways to foster inclusion and psychological safety across the organisation.
- **Embedding equity in recruitment** We continue to refine and improve our recruitment processes to ensure they are fair, transparent and actively support diversity and inclusion within the environmental sector.

We are grateful to every member of the Wen team, past and present, whose dedication, passion, care and courage continues to define our work.

10. Financial summary*

In 2024–25, Wen’s total income was **£1,229,044**, primarily from charitable grants, partnerships, and individual donations. We spent £1,141,689, with over 80% directed towards programmes and campaigns working on environmental, gender and racial justice.

This included funding grassroots initiatives, supporting feminist climate leadership, and influencing local and national policy. £73,008, (6%) of income was invested in strengthening our team and systems to ensure long-term impact.

We maintain responsible reserves to secure the charity’s future and continue championing systemic change. To this end our free reserves at 31 March 2025 stood at £185,394 equivalent to 2 months total expenditure.

Grants	£1,093,965
Donations and campaigns	£45,788
Partnership grants	£82,933
Other income	£6,328
Total grants and donations	£1,229,044

*Extracted from draft financial statements.

Full audited accounts are available on request or at wen.org.uk.

11. Thank you

We are grateful to all our donors, trustees, ambassadors, partners, volunteers and supporters for backing the work we do to build a world where women, communities and the planet flourish because our society is equitable, collaborative and caring. Thank you to our funders, without whom we would not be able to continue our important work, including:

- Amplify Goods Ltd
- Benevity (Macquarie)
- BUPA Foundation
- Brent Council
- City of London Corporation
- Damson Madder
- East End Community Foundation
- East London Waste Authority
- Esmée Fairbairn Foundation
- Food, Farming & Countryside Commission
- IG Advisors
- Joseph Rowntree Charitable Trust
- Lankelly Chase Foundation
- Leadership Coaches
- London Borough of Barnet
- London Borough of Bexley
- London Borough of Camden
- London Borough of Enfield
- London Borough of Hackney
- London Borough of Haringey
- London Borough of Islington
- London Borough of Lambeth
- London Borough of Waltham Forest
- Natracare
- North London Waste Authority
- Propel (City Bridge Foundation for Climate Sisters)
- The Charity Service
- The City Bridge Foundation
- The Lancashire Foundation
- The National Lottery Community Fund - Climate Action Fund
- The Royal Borough of Kingston upon Thames
- The Savitri Trust
- RSPB (Pesticide Collaboration work)
- Support Action Women's Network (CAF funding for Obutunde project)
- University of Sussex
- Voice of Irish Concern (Erasmus funding)
- Weleda UK
- Westminster City Council
- Women's Budget Group (grant from Friends Provident Foundation)

12. Get involved

Support: Become a regular donor or start a fundraiser.

Partner: Collaborate with us to drive intersectional feminist climate justice.

Take action: Stay informed, back our campaigns and use your voice for feminist climate justice.

Contact Wen: info@wen.org.uk

References

1. Real Nappies for London (2025), Voucher Scheme Database Calculation: Tonnage of Waste Avoided Report.
2. WRAP (2024), UK Gate Fees Report 2023/24, Table 4: Median EfW gate fee for residual waste excluding bulky waste containing POPs: £112 per tonne. Available at: <https://www.wrap.ngo/resources/report/uk-gate-fees-report-2023-24>

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THANK YOU FROM THE WEN TEAM



Wen.