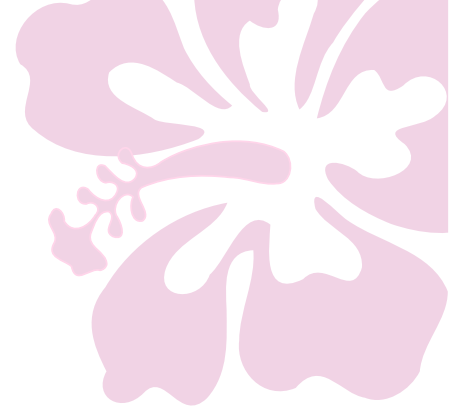


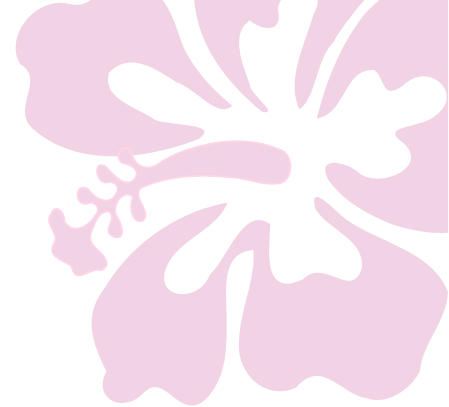
Hibiscus Initiatives

Strategy 2023-2028



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About Hibiscus

Hibiscus enables marginalised migrant women trapped in the immigration and criminal justice systems to rebuild their lives. Our vision is to build a fair and just society where inequalities are eliminated from the criminal justice and immigration systems. Drawing on its 35-year history, Hibiscus has an unrivalled record of accomplishment delivering high-impact support and advocacy services to migrant women.

Tackling racism experienced by the women we support continues to be an important part of the work we do. Hibiscus was founded to support Black and minoritised women in prison. Today we continue to prioritise the importance of being a proactively anti-racist organisation with an anti-racism strategy. We aspire to centre migrant women we work with and their experiences in every aspect of our work, as this helps us to embed anti-oppression at the core of our work.

Hibiscus works with migrant women who are trapped in the immigration and criminal justice systems. The women we work with are amongst the most vulnerable in society; many are survivors of gender-based violence, including trafficking, domestic abuse, forced marriage and sexual violence.

Nearly, one in 10 women (9%) in prison are foreign nationals. Migrant women are also more likely to go to prison, are more likely to be remanded, and receive longer sentences than their British counterparts. Migrant women are often held in prison long after their sentences are served because of insecure immigration status.

Migrant women are impacted by the hostile environment policy, which prevents those with insecure immigration status from working, renting, driving, accessing health services, and from claiming benefits. Many women we work with are living in destitution and abject poverty. Migrant women who leave prison and detention centres are likely to become homeless. The cost-of-living crisis is bound to exacerbate poverty and destitution amongst migrant women.

Hibiscus has developed this five-year strategy after comprehensive discussions, interviews and workshops with migrant people, staff, stakeholders, and trustees. The new strategy will continue to centre migrant women, align Hibiscus around our purpose statement and support Hibiscus to become a more visible and impactful organisation.

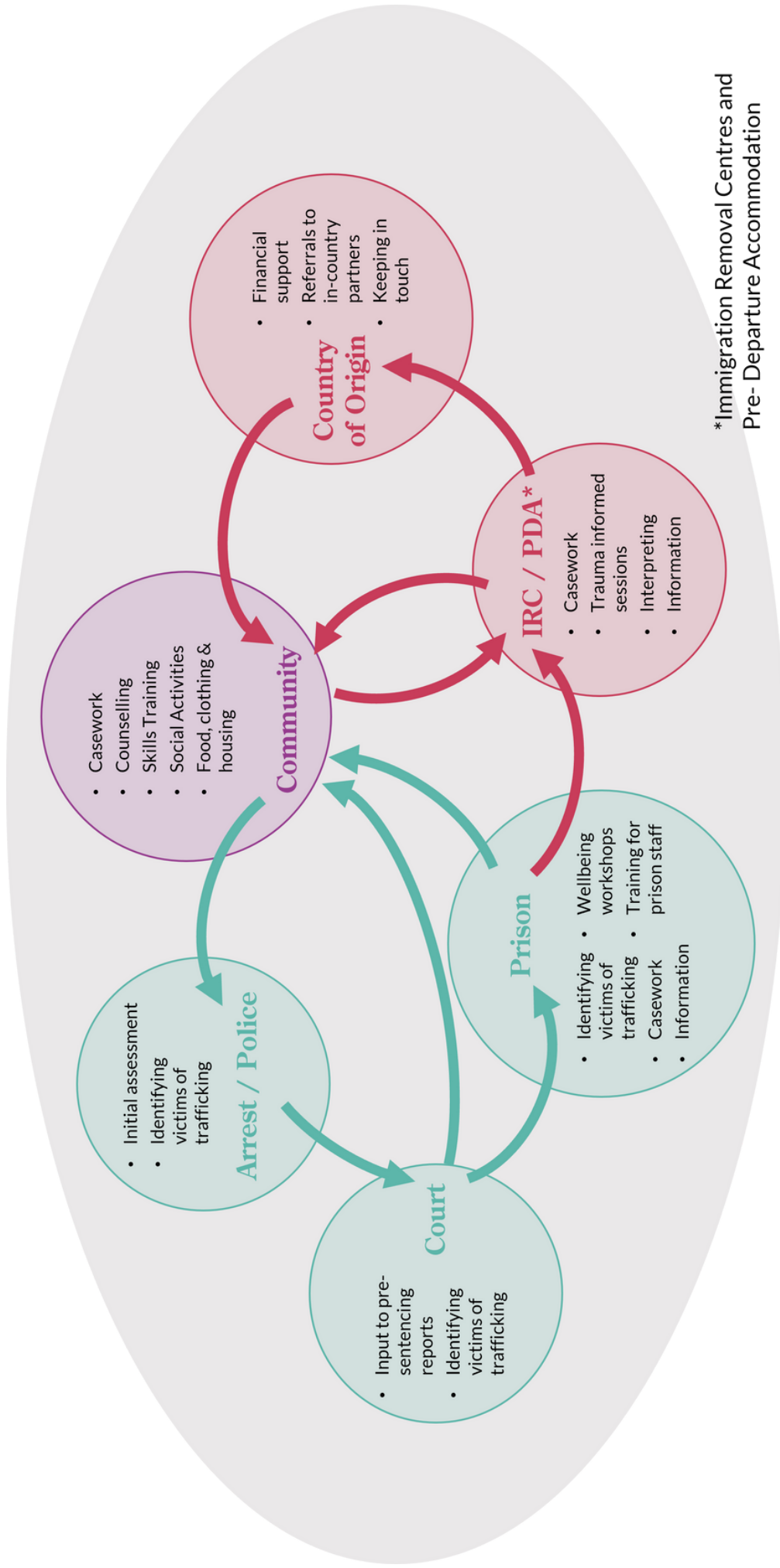
Purpose statement

Hibiscus enables marginalised migrant women trapped in the immigration and criminal justice systems to rebuild their lives.

Vision

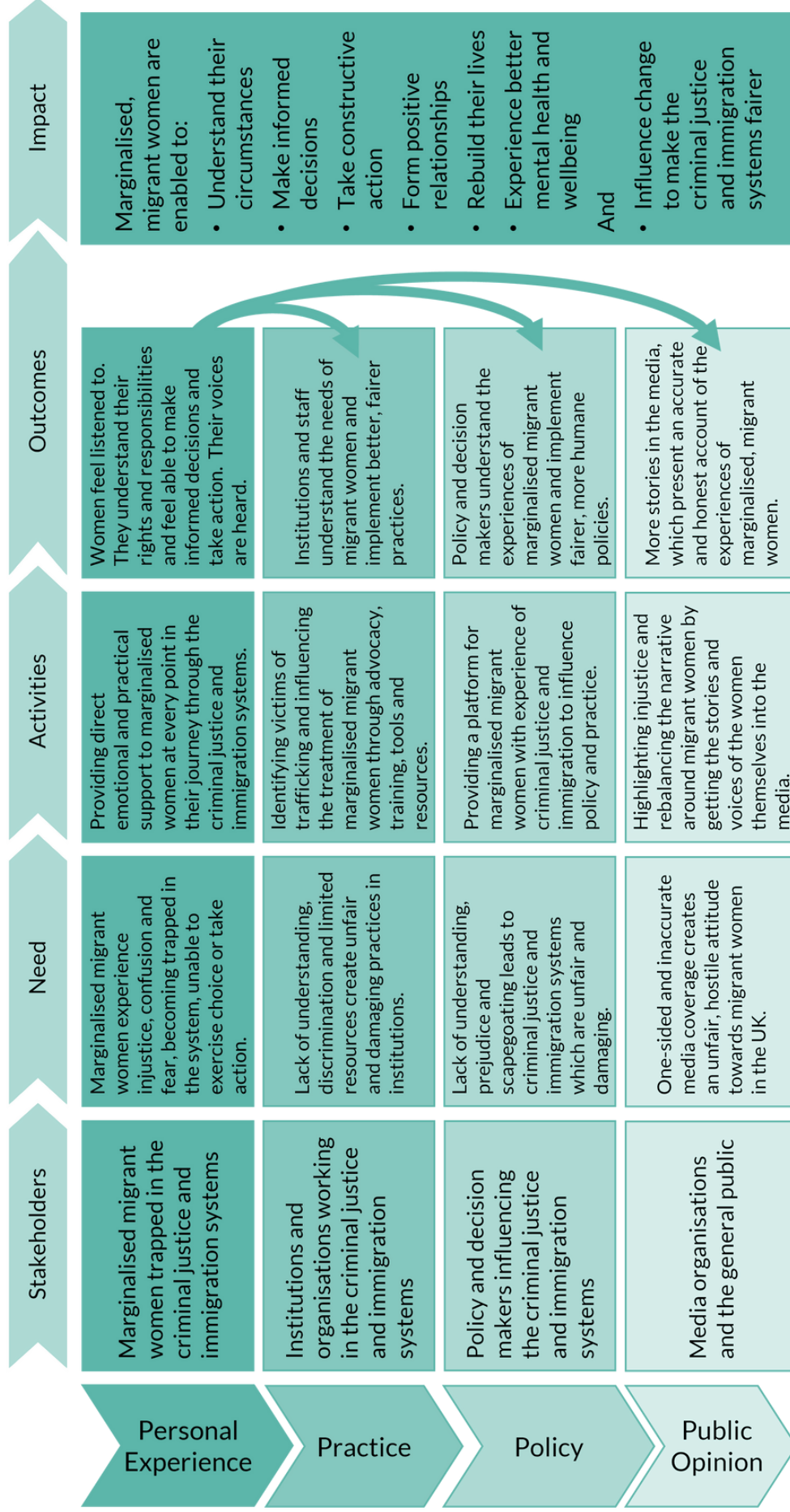
Our vision is to build a fair and just society where inequalities are eliminated from the criminal justice and immigration systems.

How we work



*Immigration Removal Centres and Pre-Departure Accommodation

Theory of change



Programmes

Personal/Lived experience

Goal 1: We will continue to work directly with marginalised migrant women at every point in the criminal justice and immigration systems, to provide emotional and practical support and to enable them to influence change.

Objectives:

1. We will deliver on our purpose statement by focusing on providing services to all those who identify as women.
2. We will focus on providing tailored and specialised services that meet the needs of migrant women and the outcomes outlined in our theory of change.
3. We will continue to be a leading service provider for women trapped in the immigration and criminal justice systems.

Practice

Goal 2: We will work with institutions within the criminal justice and immigration systems as well as with stakeholders and other NGO partners, to help improve understanding, service provision and support to create fairer practices.

Objectives:

1. We will listen to the needs of migrant women, and we will co-design and co-deliver trainings to other organisations with migrant women to improve the system so that their needs are met.
2. We will improve the experience of migrant women by working in partnership with organisations to improve their practice and challenge poor practice in both individual and systemic instances.
3. We will make service provision better in the criminal justice and immigration systems by pioneering innovative services that challenge current thinking and practice.

Policy

Goal 3: We will work collaboratively with other organisations to campaign for policy change. Hibiscus will provide evidence and the voice of migrant women themselves to influence policy and practice.

Objectives:

1. We will influence policy change by putting the lived experience of migrant women at the heart of policy work to make the criminal justice and immigration systems fairer.
2. We will increase awareness amongst policy and decision makers by publishing reports that showcase migrant women's stories and sharing data collected from our service delivery to inform policy change.
3. Working with our allies and migrant women we will improve the policy and practices affecting our clients, both highlighting issues in the UK and internationally. Our work will focus on the following four issues:
 - a. Reducing homelessness and poverty amongst migrant women
 - b. Better recognition and care for survivors of trafficking
 - c. Addressing racial inequalities in the criminal justice and immigration systems
 - d. Reducing imprisonment and detention of migrant women

Public opinion

Goal 4: We will provide communication platforms for migrant women with lived experience of the criminal justice and immigration systems to be heard in the media. We will work to ensure honest, accurate, representative coverage in the media about the experiences of migrant women.

Objectives:

1. We will build the confidence and communication skills of migrant women to enable them to share their stories and raise awareness.
2. We will increase the visibility of Hibiscus as a leading organisation working to provide services to marginalised migrant women.
3. We will grow our communication platforms and create more opportunities for migrant women to share their stories and reach different audiences, to increase the number of stories in the public domain about the lives of migrant women in the UK.

Values

Integrity

To be pro-active in our intentions, for our work and actions to reflect the values we hold as an organisation.

Respect

To respect our colleagues, stakeholders, and the women and families we support. Even when we disagree, to see each other as full human beings, with struggles and dreams.

Learning and innovation

To be curious. To invest in our staff to develop and grow. To find new and innovative ways of supporting migrant women to rebuild their lives. To reflect honestly when things haven't gone well.

Inclusive

To centre those with lived experience throughout what we do. Being an ally, co-producing services, research and articles. To be inclusive in a meaningful way, to support our clients to be part of Hibiscus as employees and trustees.

