

Organisation Name		Reference code
Anawim - Birmingham's Centre for Women		2024-05-YWG07
Organisation Address		
228 MARY STREET, BALSALL HEATH Birmingham West Midlands B12 9RJ West Midlands		
Website Address		
<a href="https://anawim.co.uk/">https://anawim.co.uk/</a>		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1159706	2014
Community Interest Company	Registered Companies House Number	Date Registered
No	9322109	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
<b>Grant Summary</b>		
To transform the lives and life chances of 42 vulnerable young women aged 18-24 who have been in the criminal justice system and have a history of offending through trauma-informed age and gender sensitive and culturally responsive interventions, leading to effective rehabilitation and reduced re-offending.		
<b>Please describe the specific needs of the young women and girls you work with that this project will address</b>		
<p>Young women are disproportionately affected by their involvement within the criminal justice system. The trauma of imprisonment and separation from their family and children, combined with a variety of underlying issues can cause women to lose hope and resort to adverse coping strategies such as self-harm, substance abuse and repeated offending behaviour. This is often due to premature responsibility or regressed emotional development brought on by sexual abuse and assaults. Left unaddressed, once in custody with hours alone in a cell she does not have the coping strategies. Evidence demonstrates that prison does not work as a rehabilitation tool, especially when the sentence is short, by offering an enhanced community sentence, we can avoid this damaging outcome.</p> <p>A recent report by the Agenda Alliance (<a href="https://bit.ly/47XqcSn">https://bit.ly/47XqcSn</a>, 2023) details that there are disproportionate numbers of Black, Asian, minoritised, and migratised young women and care-experienced young women in the justice system. Receiving any sentence, even if delivered in the community, can bring shame and dishonour to young women's families. Society's view of women as care givers, 'good girls', 'good wives/subservient', all mean that when young women transgress these supposed norms, they are more ostracised than boys or young men. They can find themselves rejected not just by the immediate family but their whole community, meaning it is very difficult to return. Sometimes, particularly within South Asian communities, girls are sexually exploited, even drugged, then blamed for not conforming and rejected as unmarriageable. Relationships are women's most prevalent criminogenic need.</p>		

Anawim is currently participating in a major research project with the University of Birmingham testing the validity of the Women's Risk Needs Assessment (WRNA) tool. The WRNA is a comprehensive gender-responsive, trauma-informed risk, needs and strengths assessment designed specifically to be used with criminal justice involved women to identify needs and strengths that predict the risk of offending. We are seeking to carry out WRNAs with all new clients to inform their action plan. Initial analyses of the WRNA validation dataset (530 women) demonstrates the extent and interlinked nature of unmet needs for this group of women. Nearly three quarters of these women have experienced abuse as an adult, over half were abused as a child and three quarters showed symptoms of PTSD when assessed.

There is overwhelming evidence that sexual assault and interpersonal violence (amongst other forms of lifetime traumatic experiences) are common underlying factors for the links between young women and offending. This highly vulnerable age group (18-24) struggle with consent, boundaries, assertiveness, managing reactions and dealing with the removal of children. Furthermore, many of these young women cite poorer experiences within the prison system than their older counterparts, compounding their childhood trauma. For young women from minoritised communities this is further compounded as stigma around mental health distress is higher in Black and Asian families and access to CAMHS is almost impossible. Schools are increasingly ill-equipped and resourced to pick up signs and offer early intervention. The world of social media, online bullying and revenge porn is a very different one to grow up in than their older counterparts.

Mainstream provision in prison and on probation is often siloed and based on a 'male' model of treatment. There is also a gap in specific provision for young women aged 18-24 in prison, probation and the community. The one-size fits all, non-gender responsive programming offered to them is ineffective in terms of reducing their re-offending (compared to interventions that do consider the intersections of gender and trauma, Gobeil et al. 2016), condemning them to an adult life in and out of prison, increasing the risk of intergenerational crime.

**What are the key outcomes that you will be seeking to achieve for young women and girls either at risk of offending or who are already caught up in the criminal justice system?**

Key outcome: 42 young women aged 18-24 caught up in the criminal justice system, aware of the root causes of their offending and empowered to address their trauma and make informed decisions, have increased confidence and life skills to reduce their risk of re-offending and break the cycle of intergenerational crime.

Most of the young women with whom Anawim works in prison and probation settings did not have a first chance to succeed in life. The specialised gender-responsive, age-specific and trauma informed early interventions and services delivered through this project will target the root causes of their offending, providing them with that vital second chance to reach their potential.

Early interventions whilst young offenders' brains are still developing (up to the age of 25) are particularly useful scaffolding for a crime-free adulthood. Interventions will be tailored to meet the developmental needs of this age group (physical, mental, social, emotional), recognising that those who have experienced chronic and repeated traumas, and/or struggled with addiction may have a lower developmental age to their chronological age.

Young women with multiple unmet needs struggle to access and trust services.

Anawim's specialist caseworker has the flexibility and time to support their individual needs using a tailored approach (not one size-fits all), meaning they are much more likely to engage, open up, and make positive progress over time.

Their active participation in Anawim's Venus course will enable them to significantly reduce their acute vulnerabilities while the trauma interventions will enable them to

understand the impact of their trauma, and to begin the healing process by overcoming obstacles and learning how to move forward to a brighter future for themselves and their families. For some of the young women, it will be the first time anybody has listened to their story and the first time anyone has acknowledged that past trauma has played a role in their current situation. This helps young women to have hope, to see that they can have a life after prison or a community sentence and that there are options for everyone to make positive progress. It will also support those young women leaving prison 'through the gate' and help them to thrive in the community after prison. Both pathways will lead to higher levels of self-esteem and increased confidence and the skills to make informed lifestyle choices which are healthy and uplifting. Each one of the project's activities is designed to prepare and support young women to be in a strong position to reengage with and strengthen their healthy relationships with family/significant others which will significantly increase their capacity to prevent future reoffending.

**What are the key activities you will undertake with this funding to achieve this?**

1. Specialist Young Women's caseworker identifies 42 young women (18-24) caught up in the criminal justice system in liaison with probation officers (young women identified through our Creating Community Connections project (funded by HMPPS) who are leaving prison and returning to Birmingham; young women serving community sentences; young women turning 18 referred by Birmingham Children's Trust Youth Offending Service; Prince's Trust and those referred by the Refer and Monitor system into the CRS contract.
2. Upon referral, the caseworker will begin assertive outreach with the young woman to seek to engage her into Anawim. To include home visits and/or meetings in venues chosen by the young woman to suit her needs as well as using SMS and WhatsApp functions.
3. The caseworker will deliver intensive trauma-informed and gender and culturally responsive 1:1 tailored holistic casework at Anawim/in the community with selected young women to develop a trusted relationship. She will work through the emotional and practical support needs of each young woman, helping them understand their experiences, and move forward in a positive way.
4. Carry out a full WRNA with each young woman to identify needs and strengths that predict the risk of offending and develop an individual action plan. This will follow the 'intensive supervision court' model, ensuring she is adhering to her order to avoid being recalled. The WRNA will also identify learning and training needs with a view to future employment.
5. Deliver six, 6-week Venus interactive programmes, coordinated by the Specialist Young Women's caseworker and our lived experience champions for the young women at Anawim. The programme is a preventive small-group course which aims to break the cycle of violence against women and girls and improve the life opportunities of its participants as they move into young adulthood. Topics include emotional regulation, healthy relationships, consent, self-esteem, awareness of their vulnerabilities to sexual exploitation/county lines, substance misuse.
6. Deliver one train-the-trainer course for the young women aged 18-24 who have expressed an interest in co-facilitating the Venus Programmes in local schools and youth clubs. This is proactive service user involvement, which will help to shape and improve the service we offer.
7. Facilitate volunteer opportunities for the young women to volunteer in our charity shop, assisting with posts on Vinted, taking a stall out to pop up venues and volunteer in other ways within Anawim for example creating videos for social media etc. Our ETE specialist will assist them with CVs, interview techniques and understanding the responsibilities of employment.
8. Trauma-informed support (either 1:1 or group therapy and/or counselling (if

appropriate) for each of the 42 young women delivered at Anawim's for each young woman who requires it following the Venus course.

**Does your proposed project already exist or is this a new piece of work?**

This is a new piece of work. This funding will enable us to better address the specific needs of the young women being referred to us (aged 18-24) with more bespoke, targeted interventions.

The project activity will test youth-centred adaptations to our existing proven models of interventions (to complement public sector core provision) namely a tailored package of holistic support for each young woman through a variety of interventions including intensive individually tailored casework, youth-specific prevention courses (Venus), and trauma-informed support (either 1:1 or psychologist-led group therapy) and/or counselling (if appropriate), leading to enhanced outcomes for the young women. The caseworker will promote the importance of strengthening healthy family ties and facilitate direct contact for the young women with their families in order to support them to rebuild and sustain key relationships.

Being part of this new Venus programme for 18-24 year olds will enable them to establish peer support in the community within their Venus cohort while delivering the Venus programme in schools/youth clubs will offer them mutually beneficial community integration opportunities.

The project will enable us to use modern technologies with which young women can better engage. For example, the caseworker will use SMS and WhatsApp to communicate with the young women and use YouTube and TikTok as engagement tools within the Venus sessions with opportunities to develop these from their own experiences. Healthy relationship sessions will explore how to build positive friendships, recognise red flags to coercive control, stalking, internet safety, avoiding revenge porn among others. As this programme will be delivered exclusively to this age group it will enable open sharing among peers with whom they can relate.

In parallel to the project's specific and targeted interventions, project participants will also benefit from engagement with a range of supportive staff and clients/peer mentors as the young women will have access to Anawim's centre for women and the positive, social connections, a safe space, an open drop-in and social events held in the centre such as cultural celebrations - increasing sense of belonging, improving self-esteem and enabling them to make progress with re-establishing themselves in their community.

They will also be able to access Anawim's other enrichment courses such as art activities, literacy and mindfulness, and later access opportunities for further development such as peer mentoring and volunteering, and even paid employment at our organisation.

**What expertise and track record do you have to be able to deliver this work successfully?**

Anawim has over 38 years of experience of working with criminal justice involved women with multiple unmet needs, including current prison-based programmes for women with personality disorders. Our services target the root causes of their offending and break the damaging cycle of prison, release, recall, by offering robust alternatives to custody.

Anawim's teams consist of passionate individuals with diverse backgrounds and extensive expertise in areas such as social work, counselling, advocacy, community outreach and project management. Collectively, we possess extensive experience in addressing issues related to gender and trauma informed approaches, gender-based violence, women's empowerment, mental health, the criminal justice system and families and parenting.

Our service delivery teams continuously update their skills through professional

development and training programmes on safeguarding, data protection, trauma, substance misuse, domestic violence, housing and other significant issues, to ensure we offer the highest quality of services to the community.

Anawim's experience shows that young women aged 18-24 with criminal justice involvement struggle to access and trust services and many are challenging to engage. They do not find the generic adult women's service to be 'for them'. The provision of specialised, culturally responsive, age-specific, and trauma informed early interventions through this project, will enable them to target the root causes of their offending, giving them that vital second chance to reach their potential. Helping them feel a sense of belonging in a group of their peers.

Through this project we propose assigning a specialist caseworker with the flexibility and skills to offer the extra time necessary to support their individual needs using a tailored approach (not one size-fits all), meaning they are much more likely to engage, open up, rebuild healthy family relationships and make positive progress over time.

We have successfully delivered a specialist youth programme (Venus) in schools and youth clubs since 2020 which aims to break the cycle of violence against women and girls and improve the life opportunities of its participants as they move into adulthood. We have received great feedback on its effectiveness in supporting young girls to avoid involvement with the criminal justice system and have been asked to continue to run this course by teachers but have been unable to due to funding limitations.

By delivering this new course at our centre it will offer a bespoke course designed for this age group. Together with trauma-informed support and counselling, both pathways will lead to higher levels of self-esteem and increased confidence and the skills to make informed lifestyle choices which are healthy and uplifting.

**Explain how the grant will be spent**

**Who will be responsible for overseeing and delivering this work?**

Role: Anawim Head of Service Delivery. Responsibilities: Provide strategic programmatic leadership and oversight, technical guidance and support to the Project Manager/wider project team members; oversight and risk management.

Role: Anawim Finance Manager. Responsibilities: Lead on the financial integrity of the project; responsible for producing overall income and expenditure reports for the project.

Role: Anawim Grant Manager. Responsibilities: Provide technical compliance advice and support on managing the funder grant; review all funder reports.

Role: Anawim Data and Systems Manager. Responsibilities: Coordinate the overarching monitoring, evaluation and learning elements of the project.

Role: Project Manager - Criminal Justice Services Manager. Responsibilities: Line management of specialist young women's case worker; operational management and delivery of the project; overall partnership management; identify and tackle strategic challenges, risks and opportunities related to the project with the support of the aforementioned colleagues. Capture and share the advocacy and learning outcomes from the project with the wider organisation.

Role: Specialist Young Women's case worker. Responsibilities: Successfully implement the project providing specialist interventions for young women on their caseload (including signposting/handholding to other services, advocate in court etc); identify and mitigate risks that may affect project performance; ensure relationships with project stakeholders are well managed and that all legal, administrative and financial requirements relating to the project are met.

Stakeholder engagement plan

Collaboration and partnerships with other organisations, government agencies, and stakeholders are integral to Anawim's work, allowing us to leverage resources, knowledge, and expertise, maximising our impact and reach.

This project will be carried out in probation settings (at Anawim's women's centre and in the community) with young women aged 18-24 only and our key stakeholders will be Probation and Birmingham Children's Trust Youth Offending Service staff. Our partners there share our fears that this age group are often not ready emotionally to transfer smoothly into adult women's provision, agreeing that they require extra tailored support.

**How do you plan to continue this work once the grant ends?**

Anawim's Fundraising and Communications strategy (2024-27) was recently approved by the Board to ensure a comprehensive and long-term approach to funding. The strategy aims to secure funding from a wide range of sources in order to spread the financial burden and mitigate the risks associated with dependence on a limited number of funding sources.

In addition to consolidating and growing Anawim's well-established, mostly restricted grant portfolio from statutory, trusts and foundations, the strategy will also focus heavily on ways to significantly increase and sustain our unrestricted income by broadening our funding base and improving full cost recovery. Throughout the strategy period, we will invest in strengthening Anawim's capabilities and capacity to attract, secure, absorb and manage increased and diversified funding.

The strategy also focuses heavily on the identification of future funding gaps in our services and in parallel developing a wide funnel of prospects who may be able to plug those gaps. While we always strive to avoid staff redundancies in vital roles, the reality is that without sustainable, multi-year funding support, such measures may become unavoidable. Project costs are essential to ensure that vital pathways for women, particularly those involved with the criminal justice system, remain active and accessible.

The young women supported by Anawim through this and all our projects are always welcome to remain part of Anawim, and access Anawim's wider services so they will not be left without support after this project ends. They can always access our drop in, counselling and courses too, and become Champions.

Finally, volunteers play a vital role in our organisation, and we plan to continue engaging and expanding our volunteer base. Volunteers provide valuable support and contribute to the sustainability of our programmes and services.

**Does your organisation only work with women and girls?**

Yes.

As a dedicated women-only space, the women's centre model stresses the importance of the centre being women only where they feel safe.

Anawim brings women together from a range of communities and backgrounds to help women understand the impact of their trauma, and to begin the healing process by overcoming obstacles and learning how to move forward to a brighter future for themselves and their families.

Not only do we provide a tailored package of support for women through a variety of interventions, but our caseworkers also understand how to deal with the complexities involved in helping women find work, improve their wellbeing, resolve health issues or access the services they need.

No matter how women find us, each is able to access the same level of support through one-to-one interventions, courses, counselling and opportunities.

All of our women have multiple and complex needs which can be addressed through our wide variety of services and specialised caseworkers with extensive experience.

On average women present with at least five needs at the point of referral, and often during the course of her Anawim journey she will disclose more needs as we build trust and create a safe space for her to share.

All of our services overlap and we use all of our resources to ensure that each and

<p>every woman receives a package of support tailored to her specific needs. Anawim walks with each woman through her challenges, to overcome her barriers, whatever they may be.</p> <p>Whilst other organisations in Birmingham are offering support for women, Anawim's offer is all in one location, based on Baroness Jean Corston's model of a 'one-stop shop' approach, reducing barriers to access and giving women the best chance of success.</p>
<p><b>Does your organisation have existing knowledge and expertise working across the criminal justice system?</b></p>
<p>Yes. We work closely with women across the criminal justice system - from early intervention and diversion, to 'through the gate' support which aims to deter women from reoffending or breaking conditions of their license or probation, along with improving their mental health and giving them more opportunities for the future.</p> <p>If a woman is on license or has a community sentence, we can work alongside their probation officer around the details of their support plan. If they are coming to us from the courts or prison service, we can support them to increase their confidence and self-esteem, as well as learn new skills that can help them to find a job. We want to equip women with everything they need to become more independent, make more informed choices and have a better chance of a brighter future.</p> <p>Here is a summary of our current criminal justice services:</p> <p>Ardenleigh - Secure Forensic Unit at Ardenleigh Hospital, delivered in partnership with Birmingham and Solihull NHS Foundation Trust: Support for women experiencing complex long-term mental health issues and experience with the criminal justice system.</p> <p>CAMEO &amp; ACCESS within HMP Foston Hall: The Offender Personality Disorder (OPD) programme provides a pathway of psychologically informed services, offering therapeutic activities during the days, evenings and at weekends, when women are most vulnerable to self-harm and mental health challenges.</p> <p>New Chance: Early intervention project in partnership with the Police and Crime Commissioner, diverting women with low-level/first-time offences away from the criminal justice system. Addresses women's criminogenic needs, reducing strain on local services.</p> <p>Health and Justice Vulnerability Service: In partnership with Birmingham and Solihull Mental Health Foundation Trust, we are operating in court and custody suites, screening and assessing individuals to identify mental health needs, substance misuse, homelessness, and other vulnerabilities. Diverting individuals to holistic, gender, and trauma-responsive support at our women's centre, reducing reoffending by addressing root causes of offending behaviours.</p> <p>Community Connections: Partnership of various women's centres. Aims to connect women in prisons with vital specialist community support services, especially women's centres, focusing on domestic abuse. Ensures every woman in prison is connected to a local women's centre and relevant specialist services. Strengthens partnerships between a national network of women's centres, prisons, and women in custody.</p> <p>Prison and Resettlement: Supporting women in prison and 'through the gate' into the community. Specialised support from two Prison Resettlement Workers, two Community Rehabilitation Workers, and a Prison Liaison Worker.</p>
<p><b>Will you be receiving funding from any other sources for this project?</b></p>
<p>No.</p>
<p><b>Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.</b></p>
<p>Yes</p>
<p><b>Reason why not all staff have DBS checks.</b></p>

<b>Total funding requested in this application (£10,000 to £80,000 with a maximum of £40,000 in one year)</b>	
£80000	
<b>Proposed grant start date</b>	<b>Proposed grant duration in months</b>
11/1/2024	24
<b>How much funding is required each year?</b>	
<b>Year 1</b>	<b>Year 2</b>
£40000	£40000
<b>What was your organisation's expenditure in the most recent financial year?</b>	<b>What was your organisation's annual income in the most recent financial year?</b>
£2180000	£2170000
<b>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</b>	
£375163	