

Organisation Name		Reference code (for office use only)
Be Heard As One		2026-05-YWG02
Organisation Address		
Heath Community Hub, William Bellamy Chestnut Centre Frizlands Lane Dagenham London RM10 7HX		
Website Address		
https://beheardasone.com		
How did you hear about the Triangle Trust		
Word of mouth		
Please describe your organisation's purpose in one to two sentences		
BHAO is a grassroot charity focused on fostering growth and change within communities to uplift and enrich the lives of young people from disadvantaged backgrounds and those exposed to Child criminal exploitation (CCE), Child sex exploitation (CSE), Grooming, County Lines, youth criminality as well as those open to the YJS.		
Type of Organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1204478	2023
Community Interest Company	Registered Companies House Number	Date Registered
No	N/A	N/A
Social Enterprise	Has your organisation been awarded the Social Enterprise Mark?	Year Awarded
No		
Grant Summary		
Female focused and female led targeted project supporting females aged 11-17 affected by gangs, child criminal exploitation (CCE), violence, and harmful peer networks. Delivered by female practitioners with lived experience, providing mentoring, therapeutic support, and positive pathways to reduce female reoffending.		
Please describe your principal beneficiaries.		
BHAO is an expert led organisation supporting children and young people aged 5 years and above who are at risk of, or already involved in, serious youth violence and exploitation. Our principal beneficiaries include young people open to the Youth Justice System (YJS), those involved in Child Criminal Exploitation (CCE), Child Sexual Exploitation (CSE), county lines activity, gang affiliation, and other forms of criminal or high-risk behaviour. We work with a diverse range of young people from different backgrounds and communities, many of whom face multiple disadvantages including trauma, school exclusion, poverty, adverse childhood experiences, and poor mental health and wellbeing. Through early intervention, mentoring, diversionary activities, and our intensive specialist support, we support young people build resilience, improve decision-making, and reduce their risk of offending or reoffending behaviour. BHAO also works collaboratively with families, schools, statutory agencies		

Please describe the specific local needs of the young women and girls you work with that this project will address

(Maximum 4000 characters)

The specific local needs of women and girls aged 11- 18 involved in criminal activity in Barking and Dagenham commonly face complex and interconnected challenges that require targeted, gender-responsive support. Statistically girls account for a smaller proportion of young people in the justice system resulting in their needs often less visible and being overlooked within services.

From a national perspective, girls represent around 15% of children involved in the youth justice system, and evidence shows their pathways into offending are often strongly linked to trauma, abuse, exploitation and unmet emotional needs rather than criminal behaviour alone.

Girls involved in criminal activity frequently experience multiple disadvantages before entering the justice system where many have experienced adverse childhood experiences such as domestic abuse, neglect, family breakdown, poor mental health, bereavement, unstable housing, or school exclusion furthermore, girls involved in offending are more likely to have histories of victimisation and exploitation, where many become involved through coercion, unhealthy relationships, peer pressure, or criminal exploitation. Gender-specific evidence suggests that girls are often criminalised for behaviours connected to vulnerability and trauma rather than receiving early support interventions. These issues are particularly relevant within Barking and Dagenham, where wider socio-economic factors create additional risks for children and young people. Barking and Dagenham is among the most deprived local authority areas in England and is more deprived than 97% of local authorities nationally. Nearly half (45%) of neighbourhoods in the borough fall within the most deprived 20% nationally. In addition, child poverty remains a great challenge, with approximately 39% of children in the borough living in poverty after housing costs, above both London and England averages.

For girls aged 11-18, these circumstances often contribute to low self-esteem, poor emotional wellbeing, lack of positive role models, reduced aspirations and increased exposure to harmful peer groups and criminal networks. The young women and girls BHAO have engaged with thusfar also face hidden risks associated with exploitation, county lines, grooming social media and violence within their relationships. This project aims to address these specific local needs by delivering a trauma-informed and gender-responsive programme providing mentoring, emotional wellbeing support, confidence-building activities and practical life skills. It will create safe spaces where young women and girls can build resilience, improve decision-making, strengthen healthy relationships and access positive pathways into education, training and employment, with this focus on addressing the underlying causes of offending behaviour, the project aims to reduce criminal involvement and improve long-term outcomes for vulnerable girls in Barking and Dagenham.

What are the key outcomes 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?

(Maximum 3000 characters)

This project aims to achieve positive and sustainable outcomes for young women and girls aged 11-18 who are either at risk of offending or already involved in the criminal justice system. Recognising that many girls enter offending pathways through trauma, exploitation, poor mental health, adverse childhood experiences, and social disadvantage, this project will focus on addressing the underlying causes of behaviour while creating opportunities for long-term positive change.

The key outcomes include reducing involvement in offending and anti-social behaviour by increasing awareness of consequences, improving decision-making skills, and helping participants identify and access safer alternatives. Through targeted interventions and trusted relationships, young women and girls will be supported to move away from harmful peer networks, exploitation, and behaviours that place them at risk of harm and more entrenched involvement in crime.

A key outcome will be improved emotional wellbeing and mental health as we recognise that many participants may experience anxiety, low self-esteem, trauma, or emotional distress, which can affect their confidence, relationships, and ability to engage positively with education and services.

Through female led mentoring, safe spaces, and tailored support, participants will develop improved emotional resilience, self-awareness, confidence, and coping strategies.

The project will also aim to increase engagement in education, training, and employment pathways, as many young women involved in offending behaviour experience disrupted education, poor school attendance, exclusion, or low aspirations.

Participants will gain key practical life skills, including communication, conflict resolution, problem solving, goal setting, and leadership skills that will support future opportunities and increase aspirations.

Another key outcome and focus is forming healthy relationships and support networks where young women and girls will develop stronger relationships with trusted adults, peers, families, and support services, reducing isolation and improving their sense of belonging and safety within their communities.

The project also aims to increase participants' understanding of healthy relationships, personal safety, exploitation risks, and emotional wellbeing, enabling them to recognise and respond to harmful situations more effectively.

Additionally key longer-term outcomes include reduced reoffending behaviour, increased community participation, improved life opportunities, and better long-term health and wellbeing all with a view to empower young women and girls to build resilience, make informed choices, and create positive pathways towards safer, healthier, and more independent futures

How will you track the impact you are making?

(Maximum 3000 characters)

Impact will be tracked via quantitative and qualitative methods to measure the impact of the project and ensure outcomes for young women and girls aged 11-18 are effectively tracked. Monitoring and evaluation will be embedded throughout the programme to capture both immediate changes and longer-term progress, while working closely with the Youth Justice Service (YJS), Probation Service, Social Services, and other relevant partner agencies.

At the start of the programme, each participant will complete an initial assessment and baseline questionnaire to identify their starting point across key areas including emotional wellbeing, confidence, behaviour, educational engagement, relationships, aspirations, and risk factors linked to offending. This baseline assessment will enable us to measure change over time and identify tailored support needs for each young person.

Progress will be monitored through regular one-to-one reviews, mentoring records, attendance monitoring, and outcome assessments at key stages of delivery. We will collect quantitative data including:

- Number of young women and girls engaged in the programme
- Attendance and participation rates
- School attendance and educational engagement

- Reduction in offending behaviour, anti-social behaviour, or identified risk factors
- Number of participants progressing into education, training, volunteering, or employment opportunities
- Retention and programme completion rates

We will work robustly with the Youth Justice Service (YJS), Probation Service, and Social Services through partnership working and agreed information-sharing protocols to monitor wider outcomes and track progress where appropriate. This may include changes in risk assessments, reductions in offending or reoffending behaviour, compliance with intervention plans, reduced contact with the criminal justice system, improvements in safeguarding outcomes, engagement with support services, and stability within family or care arrangements. Partner agencies will provide valuable insight into participants' progress and help identify changes that may not be captured through programme data alone.

Alongside the above we will also gather qualitative evidence to understand the wider impact on the participants' lives. This will include participant feedback forms, case studies, reflective journals, focus groups, and testimonials from young people, families, schools, YJS practitioners, probation officers, social workers, and partner organisations which will aid best practice and understanding and help us understand changes in confidence, resilience, emotional wellbeing, relationships, behaviour, and future aspirations. Recognised outcome measurement tools, including baseline surveys such as the Short Warwick - Edinburgh Mental wellbeing scales and distance-travelled frameworks, to assess personal development and progress over time. Findings will be reviewed regularly to identify themes and trends and deliver adapted reflective of need.

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

(Maximum 3000 characters)

Our aim is to provide the following activities to support in achieving our intended outcomes and include:

One-to-one mentoring and outreach support delivered by female practitioners and women with lived experience, providing trusted relationships, guidance, and tailored support.

Female-only group workshops focusing on Violence Against Women and Girls (VAWG), child criminal exploitation, county lines, healthy relationships, consent, online safety, and recognising grooming, coercion, and exploitation.

Consequential thinking and decision-making sessions to help participants understand the impact of their actions, assess risks, make informed choices, and develop strategies for avoiding harmful situations.

Accountability and personal responsibility workshops encouraging young women to reflect on their behaviours, understand consequences, take ownership of their choices, and develop positive coping mechanisms.

Cooking and healthy eating sessions to build practical life skills, independence, confidence, and promote healthy lifestyles.

Budgeting and money management workshops to improve financial literacy, reduce financial vulnerability, and support independent living.

Communication, confidence-building, and self-worth activities designed to increase self-esteem, resilience, self-awareness, and belief in their own potential.

Conflict resolution and emotional regulation sessions to support healthy emotional expression, improve relationships, and reduce risk-taking behaviours.

Education, training, and employment (ETE) support, including career planning, CV writing, interview preparation, workplace skills, access to training opportunities, and support to re-engage with education.

Goal-setting and aspiration-building workshops to help participants identify positive future pathways and create achievable personal development plans.

Peer support groups and leadership opportunities to build positive relationships, strengthen support networks, and encourage community engagement.
Counselling to help participants process trauma, build emotional resilience, improve mental health, and develop health coping strategies

These activities will equip young women and girls with the skills, confidence, self-worth, and the support networks needed to reduce their vulnerability to criminal exploitation, increase engagement in education and employment, improve decision-making, and build safer, healthier, and more positive futures.

How many girls will you be working over the course of the grant?

120

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

If this project is already operating, please describe how you will build on what you have achieved to date.

If this is a new piece of work, please explain what this funding will enable you to do differently.

(Maximum 3000 characters)

BHAO will be able to develop and deliver a dedicated, female-focused programme specifically for young women and girls aged 11-18 who are involved in, at risk of entering, or on the periphery of the criminal justice system. While we currently support girls through our wider youth and violence reduction programmes, this funding will allow us to provide a specialist intervention designed exclusively around the experiences, risks, and needs of women and girls.

A key difference will be our ability to increase the number of female staff delivering the programme and ensure it is led entirely by female practitioners, including women with lived experience of offending, exploitation, violence, and overcoming adversity. We acknowledge that girls are often more likely to engage with trusted female role models who understand their experiences and can provide relatable guidance and support. This approach will help build trust, increase engagement, and create safe spaces where girls feel empowered to discuss issues affecting their lives.

With our intended approach this programme will deliver targeted one-to-one mentoring, outreach support, and female-only group interventions focused on Violence Against Women and Girls (VAWG), child criminal exploitation, county lines activity, healthy relationships, consent, online safety, emotional wellbeing, and building resilience. Many girls involved in offending are also victims of abuse, grooming, coercion, and exploitation, and this programme will address these underlying factors through a trauma-informed and gender-responsive approach.

In addition to targeted interventions, this the funding will also enable us to deliver practical key life skills activities that support independence, confidence, and personal development. These will include cooking and healthy eating sessions, budgeting and money management, personal safety, communication skills, conflict resolution, emotional regulation, goal setting, interview preparation, employability support, and leadership development. These activities will equip girls with the skills needed to make positive choices, build self-confidence, and improve their future opportunities.

This programme will also provide positive diversionary activities, peer support opportunities, leadership development, and advocacy support when engaging with Youth Justice Services, Social Services, schools, and other agencies, enabling BHAO to deliver a comprehensive programme led by women for women, helping females reduce their involvement in criminal behaviour, improve their wellbeing, develop essential life skills, to support them in building a safer, healthier positive future.

What expertise and track record do you have to be able to deliver this work successfully? Please specifically mention your expertise linked to gender and trauma informed approaches.

(Maximum 3000 characters)

BHAO has a strong and established track record of delivering targeted interventions for vulnerable young people, particularly young women and girls affected by offending, exploitation, serious youth violence, and involvement in the criminal justice system. We have experience working within communities across London, building trusted relationships with females who are considered hard to engage and who face multiple and complex disadvantages.

Our organisation has extensive experience supporting young women and girls involved in or at risk of criminal exploitation, county lines activity, gang association, violence, and offending behaviour. We have successfully delivered female-focused interventions that recognise the distinct pathways that lead girls into offending and exploitation and our work is underpinned by gender-informed, trauma-informed, and culturally responsive approaches, recognising that many girls involved in the criminal justice system have experienced abuse, violence, coercion, exploitation, poor mental health, family breakdown, and adverse childhood experiences.

BHAO currently delivers the No More Knives programme, working with females affected by knife crime, violence, and exploitation. Through this work, we have supported girls identified as high risk due to involvement in county lines, running drug lines, recruiting other females into criminal networks, and being vulnerable to exploitation through coercive relationships and "honey trapping". We understand that girls are often both victims and offenders, and our interventions focus on addressing the underlying causes of their involvement rather than the behaviour itself.

Our specialist team works closely with the Youth Justice Service (YJS), Probation Service, Social Services, schools, safeguarding teams, community safety partnerships, and intelligence-sharing panels. This enables us to provide coordinated support and ensure interventions are tailored to the individual needs and risks of each individual.

A key strength of BHAO is our ability to engage young women through trusted female practitioners, including staff with lived experience. We create safe, female-only spaces where girls can openly discuss issues such as Violence Against Women and Girls (VAWG), exploitation, healthy relationships, self-worth, emotional wellbeing, and future aspirations.

Our proven track record, strong partnerships, specialist expertise, and gender-informed approach ensures BHAO delivers impactful interventions that support young women and girls to reduce offending, increase resilience, improve wellbeing, and build positive futures away from crime and exploitation.

Does your organisation have existing knowledge and expertise working across the criminal justice system?

(Maximum 3000 characters)

BHAO is a key delivery partner within the VRU My Ends consortium and leads the tertiary intervention strand which involves BHAO working directly with children and young people who are affected by, at risk of, or involved in serious violence, criminal exploitation, and community harm.

BHAO's tertiary work focuses on providing intensive, trauma-informed support to young people at the highest levels of risk, including those who have experienced violent crime, are known to Youth Justice Services, have been affected by criminal or sexual exploitation, or are vulnerable to further harm. Through one-to-one mentoring, advocacy, crisis

intervention, and multi-agency case management, BHAO supports young people to increase safety, build resilience, and achieve positive long-term outcomes. BHAO have robust experience working across the criminal justice, safeguarding, education, health, and voluntary sectors, BHAO collaborates closely with police, Youth Justice Services, social care, schools, Violence Reduction Unit partners, and specialist agencies to ensure coordinated and holistic support for young people and their families.

As part of our community approach, we also provide a vital role in responding to incidents of violence related harm and responding to community unrest. Through trusted relationships with local residents, community leaders, and young people, we are able to support in the de-escalation of tensions, provide reassurance, gather community intelligence, and facilitate constructive dialogue between statutory services and affected communities and form part of the Police Community response strategy which aids to supports recovery, strengthens community cohesion, and helps prevent further violence and retaliation.

As the lead organisation for the tertiary strand, BHAO brings specialist expertise in violence reduction, contextual safeguarding, youth engagement, mentoring, and community intervention, ensuring that young people and communities most affected by violence receive timely, culturally responsive, and effective support.

In addition, BHAO has significant experience and expertise working across the criminal justice system, particularly supporting young people including women and girls affected by offending, exploitation, serious youth violence, and county lines activity.

We also work closely with statutory and community partners and are embedded across various criminal justice and safeguarding panels, including the Youth Justice Board and other related forums, Local Authority intelligence panels and form part of the multi-agency meetings focused on individuals coming to police notice, emerging themes and trends, violence reduction, exploitation, and community safety matters.

Please explain how the grant will be spent and include a topline budget with brief explanations

(Maximum 3000 characters)

Topline Budget (£100,000 over 2 years)

Staff and specialist delivery: £45,000 - Project coordination, session delivery, specialist facilitators and programme management.

Healthy eating food costs: £15,000 - Ingredients, food supplies and refreshments for healthy eating activities and demonstrations.

Volunteer costs: £5,000 - Volunteer recruitment, training, supervision, recognition and expenses.

Operational costs: £12,000 - Venue hire, utilities, materials and day-to-day programme delivery costs.

Overheads: £5,000 - Contribution towards organisational management, finance and administration.

Capital costs: £7,000 - Essential equipment and assets required to deliver activities safely and effectively.

Monitoring and evaluation: £4,000 - Data collection, impact measurement, participant feedback and reporting.

Safeguarding: £2,000 - DBS checks, safeguarding training, policies and compliance measures.

Travel: £2,000 - Staff, volunteer and participant travel support where required.

Software, data systems and licences: £3,000 - Digital tools, licences, data management systems and communications platforms.

This funding will enable us to deliver a high-quality programme over two years, combining specialist support, healthy eating activities and community engagement. The majority of the grant will be invested directly in staffing and programme delivery to ensure participants receive consistent, expert support. Funding will also cover food and activity resources, volunteer involvement, safeguarding, monitoring and evaluation, and the operational infrastructure needed to run the programme effectively. Investment in equipment, travel support and digital systems will help maximise accessibility, efficiency and long-term impact while ensuring robust governance and accountability.

Who will be responsible for overseeing and delivering this work?

(Maximum 3000 characters)

The Programme Director will provide strategic leadership, oversee partnerships with key stakeholders including the Youth Justice Service (YJS), Probation Service, Social Services, schools, and community organisations, and ensure the project remains compliant with safeguarding, governance, and reporting requirements they will also be responsible for monitoring progress against key outcomes to ensure the project delivers meaningful impact.

The Project Lead will be responsible for the day-to-day coordination and implementation of the programme, including managing staff and volunteers, overseeing referrals, supporting participant engagement, and ensuring activities are delivered in a trauma informed and gender responsive manner. They will also be responsible for maintaining regular communication with partner agencies ensuring that support plans are tailored to the individual needs of the participants.

The Programme Practitioner will be responsible for the delivery of the programme to the cohort. This will include facilitating one-to-one mentoring sessions, group workshops, outreach activities, targeted interventions focused on Violence Against Women and Girls (VAWG), criminal exploitation, consequential thinking, decision-making, emotional wellbeing, self-worth, and Education, Training and Employment (ETE). The Programme Practitioner will build trusted relationships with participants, provide ongoing support, maintain case records, and work closely with partner agencies to ensure participants receive holistic support.

Collectively the Programme Director, Project Lead and Programme Practitioner will be responsible for the collection, collation, and analysis of all monitoring and evaluation data tracking participation, attendance, outcomes, case studies, participant feedback, and information received through partnership working with YJS, Probation, and Social Services using data to measure progress, identify emerging needs, and continuously improve project delivery.

Frequent progress reviews will be undertaken to assess performance against KPI and outcomes, with findings reported to senior management and key stakeholders. This structure will ensure accountability, effective project management, and the delivery of high quality support that achieves robust positive outcomes for young women and girls with meaning impact.

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

(Maximum 3000 characters)

BHAO is committed to ensuring that the support provided to young women and girls continues beyond the life of the grant. Our sustainability plan is centred on partnership development, diversified funding, workforce development, and embedding the programme within local support structures.

In order to do this our aim is to work closely with key partners including the Youth Justice Service (YJS), Probation Service, Social Services, schools, community safety teams,

Violence Reduction Unit (VRU) partners, and voluntary sector organisations. By demonstrating strong outcomes and addressing a clear gap in provision for girls involved in or at risk of entering the criminal justice system, our aim is to embed the programme within local referral pathways and future commissioning opportunities.

Our intention with the data, case studies, participant feedback, and outcomes collected throughout the programme will support in providing robust evidence of the programme's effectiveness and impact. Our ambition is that this evidence will not only support future funding applications but also demonstrate the clear value of continuing a much-needed service for young women and girls.

Our aim is also to showcase the wider social impact of the programme, including reductions in offending behaviour, improved emotional wellbeing, increased engagement in education, training and employment, greater resilience, and reduced vulnerability to exploitation and violence.

We will actively seek additional funding from charitable trusts, local authorities, corporate sponsors, and national funders focused on youth justice, Violence Against Women and Girls (VAWG), exploitation, safeguarding, and mental health. Strong monitoring and evaluation data will strengthen our ability to attract future investment and support long-term sustainability.

A key part of our approach is building internal capacity and with the skills, resources, partnerships, and gender informed delivery model developed through this programme our focus is to ensure that this provision is integrated into our wider youth and community services. We will continue investing in female staff and practitioners with lived experience to ensure that specialist support remains available beyond the grant period.

In addition, this programme will also focus on building long-term resilience and leadership among our participants where young women and girls completing the programme will be encouraged to become peer mentors, youth ambassadors, or volunteers, helping to support future participants and create positive role models within their communities, with this peer led approach our ambition is to support the sustainability of the programmes impact beyond direct delivery.

Will you be receiving funding from any other sources for this project?

(Maximum 3000 characters)

No

Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.

Yes

Reason why not all staff have DBS checks.

Total funding requested in this application (£30,000 to £100,000 with a maximum of £50,000 in one year)

£100000

Proposed grant start date

11/21/2025

Proposed grant duration in months

24

How much funding is required each year?

Year 1

£50000

Year 2

£50000

Year 3

£

What was your organisation's expenditure in the most recent financial year?

£247516

What was your organisation's annual income in the most recent financial year?

£249000

What value of unrestricted reserves did your organisation have at the end of the most recent financial year?

£48231
