

Organisation Name		Reference code
Fearless Youth Association		2024-10-YWG18
Organisation Address		
11 Clarendon Chambers, 32 Clarendon Street Nottingham Nottinghamshire NG1 5LN Nottinghamshire		
Website Address		
https://fyaonline.com/		
How did you hear about the Triangle Trust?		
Online		
Please describe your organisation's purpose in one or two sentences.		
FYA support young women and girls through active engagement, supporting them to refrain from youth and gang violence, tackling knife crime while supporting them to become active, responsible, confident and mindful citizens.		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
No		
Community Interest Company	Registered Companies House Number	Date Registered
No	11327684	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
Yes	No	
Grant Summary		
The project aims to empower young women and girls at risk of youth and gang violence by providing tailored support, a CPD-accredited knife crime prevention course, and opportunities for personal development, fostering confidence, community engagement, and resilience to help them navigate challenges and become active, responsible citizens.		
Please describe the specific needs of the young women and girls you work with that this project will address		
<p>The young women and girls supported by the Fearless Youth Association (FYA) face a variety of specific challenges and needs that this project aims to address, including:</p> <p>Lack of Opportunities in Education and Employment: Many of the young women and girls are not in education, employment, or training (NEET), leaving them with limited pathways for personal development and economic independence. This project will provide opportunities for skill-building, enhancing their prospects of re-entering education, finding employment, or pursuing vocational training.</p> <p>Social Isolation and Low Self-Esteem: These young women often experience feelings of isolation and a lack of belonging, which can make them vulnerable to negative influences such as gangs and street violence. The project will foster a sense of community, creating safe spaces where they can connect with peers, feel supported, and build their self-esteem.</p> <p>Exposure to Violence and Knife Crime: Many young women and girls are exposed to the risks of gang violence, knife crime, and exploitation. This project will engage them in positive, non-violent activities and offer mentoring and guidance to steer them away</p>		

from harmful environments.

Confidence and Leadership Development: These young women often lack the confidence and leadership skills needed to navigate life's challenges or advocate for themselves. The project will help them build confidence, resilience, and leadership abilities, empowering them to take control of their future.

Mental Health and Well-Being: Emotional trauma and stress are common among this demographic due to their life experiences, contributing to poor mental health. This project will prioritize their well-being, offering mental health support, mindfulness activities, and coping strategies to help them manage stress and emotional challenges.

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?

For young women and girls either at risk of offending or already involved in the criminal justice system, the key outcomes that Fearless Youth Association (FYA) will seek to achieve through this project include:

Reduction in Offending and Re-Offending Rates: The project will aim to reduce both the likelihood of these young women and girls engaging in criminal activity and the rates of re-offending for those already in the justice system. This will be achieved through interventions such as mentoring, positive peer support, and diversionary activities.

Increased Engagement in Education, Employment, or Training: A key focus will be helping these young women re-engage with education, find employment opportunities, or pursue vocational training. By providing pathways to economic independence and personal development, the project will reduce the risk of future criminal involvement.

Improved Mental Health and Emotional Well-Being: Many young women at risk or involved in the criminal justice system experience trauma, anxiety, or other mental health challenges. The project will provide emotional support, access to mental health services, and activities that promote resilience and well-being, helping them cope with stress and trauma in a healthy way.

Enhanced Confidence, Self-Esteem, and Leadership Skills: Building confidence and self-esteem is critical for empowering these young women to break the cycle of offending. The project will focus on leadership development and life skills, helping them develop a positive self-image and the tools to make better life choices.

Development of Positive Social Networks: The project will create opportunities for these young women to build positive relationships with peers and role models, reducing their reliance on negative influences or gangs. By fostering supportive social networks, the project will provide alternative avenues for belonging and social connection.

Increased Awareness of Alternatives to Violence and Crime: Through workshops, mentorship, and discussions, the project will educate young women about non-violent ways to resolve conflict, avoid risky situations, and make better choices in their lives. This will empower them to understand the consequences of their actions and opt for positive, constructive alternatives.

Strengthened Community and Family Ties: The project will help rebuild relationships with families and the wider community, fostering a sense of belonging and responsibility. By reintegrating these young women into their communities, the project will encourage them to become active and responsible citizens.

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

With the funding, Fearless Youth Association (FYA) will undertake a range of key activities designed to achieve the desired outcomes for young women and girls at risk of offending or already involved in the criminal justice system. These activities will

include:

1. One-on-One Mentoring and Support:
 - o Providing personalized mentoring programs that pair young women with positive role models and mentors. Mentoring will focus on guiding them away from risky behaviors, offering advice on education and employment, and helping them navigate personal challenges.
 - o Mentors will also provide emotional support, creating a safe space for open discussions around their experiences and goals.
2. Skills Development and Training Programs:
 - o Offering vocational training, educational workshops, and skill-building activities to increase employability and confidence. Training will include digital skills, CV writing, interview preparation, and entrepreneurship.
 - o Leadership, teamwork, communication, and conflict resolution skills will be central to the training, helping participants develop resilience and transferable life skills.
3. CPD-Accredited Course on Knife Crime Prevention:
 - o Delivering our CPD-accredited course on recognizing and safeguarding against knife crime, which equips young women with the knowledge to identify warning signs, understand the risks, and learn strategies to protect themselves and their peers.
 - o This course will educate participants on the legal implications of knife crime, practical ways to avoid dangerous situations, and how to safely intervene when they or others are at risk. Participants will receive certification upon completion.
4. Mental Health and Well-Being Support:
 - o Offering mental health workshops, emotional resilience training, and mindfulness sessions. Participants will have access to professional counselors and peer-led support groups to help manage stress, trauma, and anxiety.
 - o FYA will also collaborate with mental health professionals to provide therapy for those with more acute needs, ensuring holistic care.
5. Peer Support and Group Activities:
 - o Organizing peer-led activities that build positive relationships and reduce social isolation. Activities will include creative arts workshops, team-building exercises, and fitness programs, encouraging healthy interaction and personal growth.
 - o These sessions will create a supportive network where young women can share experiences, learn from each other, and build a sense of belonging.
6. Workshops on Crime Prevention and Violence Reduction:
 - o Hosting workshops on the risks and consequences of gang involvement, knife crime, and criminal behavior. Participants will learn alternatives to violence, how to resolve conflicts peacefully, and the benefits of positive decision-making.
 - o Guest speakers, including former offenders and professionals, will share their stories to offer real-life perspectives on avoiding and escaping cycles of crime.

Does your proposed project already exist or is this a new piece of work? If this project is already operating, please describe to us how you will use this as an opportunity to 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.

1. Project Manager:
 - The Project Manager will oversee the entire project, ensuring that all activities are delivered on time, within budget, and to a high standard. This individual will be responsible for day-to-day operations, managing the project timeline, and ensuring compliance with the grant requirements.
 - The Project Manager will liaise with partners, monitor progress, and ensure that any challenges are addressed promptly. They will also report regularly to funders, stakeholders, and FYA's leadership team on project outcomes and impact.
2. Youth Engagement Coordinator:
 - Our Youth Engagement Coordinator will take a hands-on role in delivering the

project, working directly with the young women and girls. He will facilitate group sessions, one-on-one mentoring, and workshops, ensuring that all participants are fully supported.

- The coordinator is trained in gender and trauma-informed approaches, and they will be the primary point of contact for participants, providing them with ongoing support, guidance, and encouragement throughout the project.

3. CPD Knife Crime Prevention Course Facilitator:

- Experienced facilitator with expertise in knife crime prevention and safeguarding will be responsible for delivering the CPD-accredited course on recognizing and safeguarding against knife crime. The facilitator is highly skilled in engaging young women and girls, helping them understand the dangers of knife crime and equipping them with practical tools to protect themselves.

4. Mental Health Support Staff:

- Our trauma-informed mental health professionals will provide specialized support to participants who have experienced trauma or are struggling with emotional and mental health challenges. They will deliver both group workshops and individual counseling sessions, creating a safe space for young women to process their experiences and build resilience.

- These professionals will work closely with the Youth Engagement Coordinators to ensure that mental health needs are fully integrated into all aspects of the project.

5. Peer Mentors and Ambassadors:

- Peer mentors, who have been through FYA's programs themselves, will play a critical role in engaging young women and providing relatable, peer-led support. These mentors will act as role models, offering guidance, encouragement, and practical advice to participants, while also facilitating peer-led activities.

- The ambassadors will also help lead outreach efforts to connect with more at-risk young women, leveraging their own experiences to inspire and motivate others to engage with the program.

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.

Fearless Youth Association (FYA) has extensive expertise and a proven track record in delivering impactful programs for young women and girls, particularly those at risk of offending or already involved in the criminal justice system. Our expertise is rooted in gender-responsive and trauma-informed approaches, ensuring that the unique needs and experiences of young women are at the core of everything we do. Key elements of our expertise include:

1. Gender-Responsive Approach:

- Tailored Programs for Young Women: FYA specializes in designing programs that address the specific challenges young women face, including social isolation, low self-esteem, and the pressures of gang culture. Our programs provide safe spaces for young women to connect, share, and support each other, helping them build resilience and positive identities.

- Empowering Women and Girls: We have consistently prioritized empowering young women to become active, responsible, and confident citizens. Through mentoring, leadership training, and peer support, we focus on helping young women reclaim their voices, recognize their potential, and become advocates for themselves and their communities.

2. Trauma-Informed Approach:

- Specialized Support for Trauma: Many of the young women we work with have experienced trauma, whether through violence, exploitation, or involvement in the criminal justice system. Our trauma-informed approach ensures that our staff and mentors are trained to recognize and respond to the impact of trauma, creating a safe,

supportive environment where young women can heal.

- **Mental Health and Well-Being:** FYA integrates mental health and emotional well-being support into all of our programs. We collaborate with mental health professionals to deliver workshops and one-on-one counseling sessions that help young women process trauma, manage stress, and develop coping mechanisms. Our work is informed by best practices in trauma care, with a focus on building trust and promoting emotional resilience.

3. Track Record of Success:

- **Proven Impact:** FYA has a long history of successfully delivering projects that support young people, particularly those at risk of gang involvement, knife crime, and offending. Our interventions have helped reduce criminal behavior, improve mental health, and re-engage young women with education and employment.
- **CPD-Accredited Knife Crime Prevention Course:** Our CPD-accredited course on recognizing and safeguarding against knife crime has been a key part of our programming. This course educates young women on the dangers of knife crime, helps them develop strategies to avoid risky situations, and empowers them to protect themselves and others. The course is recognized for its quality and effectiveness in preventing knife crime.

Please explain how the grant will be spent

Project Manager	£12,480.00	
Youth Engagemnt Coordinator		£10,816.00
Course facilitators	£4,992.00	
Mental Health Support Worker		£8,736.00
Session resources, materials and costs		£3,700.00
Venue Hire	£5,120.00	
Rent Including utilities and Venue Hire		£7,120.00
Volunteer expenses	£3,900.00	
Advertising, Marketing, Branding & Promotion		£3,136.00
Total	£60,000.00	

Who will be responsible for overseeing and delivering this work?

1. Project Manager:

- The Project Manager will oversee the entire project, ensuring that all activities are delivered on time, within budget, and to a high standard. This individual will be responsible for day-to-day operations, managing the project timeline, and ensuring compliance with the grant requirements.
- The Project Manager will liaise with partners, monitor progress, and ensure that any challenges are addressed promptly. They will also report regularly to funders, stakeholders, and FYA's leadership team on project outcomes and impact.

2. Youth Engagement Coordinator:

- Our Youth Engagement Coordinator will take a hands-on role in delivering the project, working directly with the young women and girls. He will facilitate group sessions, one-on-one mentoring, and workshops, ensuring that all participants are fully supported.
- The coordinator is trained in gender and trauma-informed approaches, and they will be the primary point of contact for participants, providing them with ongoing support, guidance, and encouragement throughout the project.

3. CPD Knife Crime Prevention Course Facilitator:

- Experienced facilitator with expertise in knife crime prevention and safeguarding will be responsible for delivering the CPD-accredited course on recognizing and safeguarding against knife crime. The facilitator is highly skilled in engaging young women and girls, helping them understand the dangers of knife crime and equipping them with practical tools to protect themselves.

<p>4. Mental Health Support Staff:</p> <ul style="list-style-type: none"> • Our trauma-informed mental health professionals will provide specialized support to participants who have experienced trauma or are struggling with emotional and mental health challenges. They will deliver both group workshops and individual counseling sessions, creating a safe space for young women to process their experiences and build resilience. • These professionals will work closely with the Youth Engagement Coordinators to ensure that mental health needs are fully integrated into all aspects of the project. <p>5. Peer Mentors and Ambassadors:</p> <ul style="list-style-type: none"> • Peer mentors, who have been through FYA's programs themselves, will play a critical role in engaging young women and providing relatable, peer-led support. These mentors will act as role models, offering guidance, encouragement, and practical advice to participants, while also facilitating peer-led activities. • The ambassadors will also help lead outreach efforts to connect with more at-risk young women, leveraging their own experiences to inspire and motivate others to engage with the program.
<p>How do you plan to continue this work once the grant ends?</p> <ul style="list-style-type: none"> • Integration into Existing Programs: We plan to integrate this project into FYA's broader youth engagement and violence prevention programs. By embedding the CPD-accredited knife crime prevention course, mental health support, and peer mentoring into our core activities, we can continue to deliver elements of the project even after the initial grant funding ends. This ensures that the key aspects of the program remain available to young women and girls in our community. • Sustained Use of Resources: The resources developed during this project, including the CPD course materials and training modules, will continue to be utilized across our other programs. This will allow us to maintain the educational and preventive components without significant ongoing costs.
<p>Are 80% of your beneficiaries women and girls? Please provide a breakdown of your beneficiary numbers for the last two years.</p> <p>Yes, the Fearless Youth Association (FYA) exclusively works with women and girls. Beneficiary Breakdown for the Past Two Years:</p> <p>2022: Total beneficiaries: 120 young women and girls Engaged in programs: 90 (including workshops, mentoring, and support services) Participated in the CPD-accredited knife crime prevention course: 30</p> <p>2023: Total beneficiaries: 150 young women and girls Engaged in programs: 110 (including workshops, mentoring, and support services) Participated in the CPD-accredited knife crime prevention course: 40</p> <p>This breakdown demonstrates our commitment to supporting young women and girls, providing them with the resources and opportunities necessary for their empowerment and personal development.</p>
<p>Does your organisation have existing knowledge and expertise working across the criminal justice system?</p> <p>Fearless Youth Association (FYA) has established knowledge and expertise in working across the criminal justice system, which enhances our ability to deliver effective programs for young women and girls at risk of offending or currently involved in the system. Here are some key aspects of our experience:</p> <p>1. Established Relationships with Criminal Justice Agencies:</p> <ul style="list-style-type: none"> • FYA has built strong partnerships with various criminal justice agencies,

<p>including local police, youth justice services, and probationary authorities. These relationships facilitate collaboration and communication, ensuring that we can effectively support young women and girls referred to us through these agencies.</p> <ul style="list-style-type: none"> We actively engage with multi-agency meetings and panels, contributing our insights on youth engagement and preventative measures, which helps in developing a comprehensive support network for participants. <p>2. Trauma-Informed Approaches:</p> <ul style="list-style-type: none"> Our organization employs gender- and trauma-informed approaches in all our programs, recognizing the complex backgrounds of young women and girls who may have experienced trauma, violence, or adverse childhood experiences. This understanding is critical when working with individuals involved in the criminal justice system, as it helps us provide tailored support that addresses their specific needs. FYA staff are trained in trauma-informed care, equipping them to engage with participants sensitively and effectively, fostering a safe environment for those who have faced challenges related to the criminal justice system. <p>3. Specialized Training and Development:</p> <ul style="list-style-type: none"> We provide specialized training for our staff and volunteers on issues related to the criminal justice system, including understanding the implications of youth offending, the legal process, and the support available for young women. This knowledge empowers our team to provide informed guidance and advocacy for participants. Our CPD-accredited courses, particularly those focused on knife crime prevention and safeguarding, incorporate insights from the criminal justice system, ensuring that participants are aware of legal implications and community resources. <p>4. Holistic Support Services:</p> <ul style="list-style-type: none"> In addition to addressing criminal justice involvement, FYA provides holistic support services that encompass mental health care, educational opportunities, vocational training, and community engagement. This comprehensive approach ensures that we address the root causes of offending behavior and support long-term positive change for participants. <p>5. Data-Driven Approach:</p> <ul style="list-style-type: none"> FYA collects and analyzes data related to the experiences and outcomes of young women involved in the criminal justice system. This evidence-based approach allows us to adapt our programs to meet the changing needs of our participants and to demonstrate the effectiveness of our interventions to 	
Will you be receiving funding from any other sources for this project?	
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 (£10,000 to £80,000 with a maximum of £40,000 in one year)	
£60000	
Proposed grant start date	Proposed grant duration in months
1/5/2025	24
How much funding is required each year?	
Year 1	Year 2
£30000	£30000
What was your organisation's expenditure in the most recent financial year?	What was your organisation's annual income in the most recent financial year?
£208904	£211187

What value of unrestricted reserves did your organisation have at the end of the most recent financial year?
£2283