

Organisation Name		Reference code
GROW (The GROW Organisation)		2024-10-YWG20
Organisation Address		
GROW, Chatham Villas, 1 Chatham Street Rotherham South Yorkshire S65 1DP South Yorkshire		
Website Address		
grow-women.org.uk		
How did you hear about the Triangle Trust?		
Funding search		
Please describe your organisation's purpose in one or two sentences.		
Empower women and girls to overcome personal challenges and the barriers created through structural inequality and sexism		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1088792	2020
Community Interest Company	Registered Companies House Number	Date Registered
No		
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
Grant Summary		
The purpose of the Liberty project is to empower girls and young women (GYW) to redefine their futures, reducing the risks of offending/reoffending and diverting them from the criminal justice system.		
Please describe the specific needs of the young women and girls you work with that this project will address		
<p>Local Youth Offending team have on average 136 girls and young women (GYW) annually entering the service. 337/339 of children reside within LA care in Rotherham/Barnsley.</p> <p>Research by AYJ found "Most young women in contact with the justice system have histories of violence; abuse and exploitation; poor mental health; substance misuse; poverty or no safe place to call home". YW in trouble have experienced abuse from a family member or trusted individual. More than half of YW in had been in care (2023). Findings of the ASK survey conducted with women with offending histories in Barnsley support. ASK identified that 100% of women with probation orders, had experienced some form of sexualised abuse as children/young adults. Some of the women had not recognised the abuse until onset of therapeutic intervention.</p> <p>Living in households where domestic abuse (DA) is prevalent has immediate and long-term consequences for children - the Children's Commissioner highlighted the link between DA and offending. Therefore, we expect the majority of GYW will have lived in DA household or have experience of personal intimate abusive relationships. Services are lacking that can aid GYW to recognise/build healthy relationships or to end and recover from the resulting trauma.</p> <p>Others will have fractured/broken relationships with care givers/parents - leaving them</p>		

without hooks that bind and support personal regulation. Factors that increase their vulnerability and leave them at high risk of and become easy targets for child criminal and/or sexual exploitation. DA, CSE and CCE continue to be significant risk factors to offending.

A number will be care experienced. "The care experience itself can criminalise children through the criminalisation of behaviours that would not have brought police attention in other home settings" (HMIP accessed 2024). The GYW are likely to have a high level of mistrust of professionals and find connecting with services challenging.

Many will have disengaged with education and/or not have their needs met with a number having undiagnosed neurodiverse needs and learning disabilities. Inability to regulate emotions due to trauma can lead to the GYW withdrawing, absenteeism or displaying disruptive behaviours.

GYW will have low levels of confidence, esteem and aspirations. Anxiety levels high, with some GYW unable to use public transport or attend school due to the feelings this invokes. Feeling of suicide ideation and self-harm will be present, GYW supported by a similar project delivered by GROW, stated, that if it wasn't for the GROW worker, that they "wouldn't be here". Women supported by GROW's justice project made the same comments in a recent focus group (May 2024). All the women in attendance had made serious attempt to end their lives.

Alcohol and substance use/misuse will also be present, with GYW using substances as a block to feelings/emotions and others manipulated and controlled through its use.

The GYW can be difficult to engage and present as challenging with unpredictable, violent and manipulative responses, with negative peer associations, substance misuse and sexual risky behaviours - which often makes them unpopular charitable beneficiaries and placed on the 'too difficult' pile by statutory services.

There are multiple and complex needs at play, with no one simple cause and effect of offending amongst GYW. Therefore, our project will work with GYW aged 13 -18 years (up to 21 years where the young woman is/or has been incarcerated), at risk of offending/reoffending, or in contact with or a history of involvement in the criminal justice system. The GYW will have additional multiple and complex needs, with 3 or more ACES (Adverse Childhood Experiences) e.g. care experienced, domestic abuse (DA), child sexual exploitation/abuse, child abuse/neglect, or family breakdown etc.

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?

REDUCE THE VULNERABILITY OF THE GYW AND RISK FACTORS ASSOCIATED WITH OFFENDING / REOFFENDING.

GYW will:

Improve mental health and wellbeing, access to 'trauma stabilisation' and general/specialist mental health support as necessary

- understand the impact of ACE's and their experience of trauma, develop strategies that support physical and emotional stability.
- build a toolkit that helps them identify and respond to any triggers and develop healthy coping and mindfulness skills and the ability to control impulsive behaviour and destructive emotions

Women surveyed in our women's justice project, felt our work had improved their mental health and had a direct impact in reducing feelings (actions) around suicide ideation and self-harm. 100% of women where suicide ideation was an issue, said "we wouldn't be here if it wasn't for GROW". They recognised that 'they have done the work' and now have a toolkit that helps

Be and feel more in control of their own lives and choices

- develop self-awareness and resilience - recognise and understanding who they are and how their behaviours, actions and subsequent consequences impact on self, others, and their community.

- grow confidence and recognise where and how to ask for help - increase knowledge of what services are available and their ability to access both universal and specialist support.

- feel they have a voice and are listened and can influence their own support as well as service development

- understand the impact of alcohol and substance misuse and how they can stabilise/reduce use/mange the impact.

Removing practical barriers and building aspirations and hope for the future, including relationships, lifestyle, career opportunities (connecting with agencies who can support this).

- identify meaningful goals

- reconnect with education, employment and/or training

- find somewhere safe to live (where this is an issue).

- mange money

Feel a sense of belonging:

- build meaningful relationships with family and caregivers (where appropriate) - growing trust, respect, and developing shared boundaries.

- develop appropriate social and support networks, that 'connect' GYW 'in, helping them to develop a sense of belonging and reducing feeling of isolation and loneliness.

Build healthy relationships

- increase awareness around healthy/unhealthy relationships and the

- recognise the risk factors/process of grooming and exploitation

INCREASE AWARENESS OF PARTNER AGENCIES, BUILDING AWARENESS OF:

- the impact of ACE's and trauma, and how this manifests as immediate and longer-term consequences.

- the importance of providing holistic, non-judgemental and trauma informed support. That questions of "what has happened to you", should come before asking "what have you done?"

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

We will work closely with Youth Offending, Social Care and Education to maximise resources and avoid duplication, developing reciprocal referral pathways and communication routes to identify those GYW 13-18 years (21 years if incarcerated) most at risk and likely to benefit from this project. Ensuring girls and young women (GYW) receive the 'right' support at the 'right' time and do not 'fall through the net' - increasing the likelihood of achieving successful outcomes / reducing risk of offending behaviour etc.

Activities will take place across Barnsley and Rotherham

1:1 SUPPORT TO 30 GYW AT ANY ONE TIME

Each GYW will be designated a 'key' worker who will work with GYW to coproduce support plan/s so it is informed and guided by her own choices. Plans will have SMART objectives and agreed actions/interventions, based on ongoing risk/strengths/needs assessment.

Support will be

- culturally responsive and gender specific, with interventions that are non-judgemental, bespoke and trauma informed, that take account of age and other factors that impact on GYW lives and the way they experience services e.g. neurodiversity

- responsive, flexible - adapting and bespoke to each individual need and circumstance.

- reviewed and reduced in a planned way following progression

- delivered at times and in spaces where GYW feel safe

(psychologically/physically),

- use a range of support methodologies that match individual need/circumstance,

e.g. face-to-face, telephone, video-calling support, self-help tools.

- coordinated (where appropriate) and/or signposted and support the GWY (and their families) to navigate relationships and access to specialist and additional support e.g. substance misuse/sexual health.

TRUAMA STABILISATION
 Programme delivered in groups or on a 1:1 basis

DELIVERY OF PERSONAL LEARNING AND DEVELOPMENT OPPORTUNITIES.
 Courses/learning programmes delivered on 1:1 basis/in groups e.g. Self-belief, Building and Maintaining Healthy Relationships, Confidence Building, Personal Development
 Following similar interventions 100% of women survey stated they were better able to manage their emotional responses.

PEER SUPPORT

- Life stories - GYW who have completed support will reflect on their journey and learning and share in a positive way with other GYW, inspiring them on their own path.
- Weekly group support/activities available that support/motivate/inform/inspire/build confidence and reduce isolation/loneliness. Activities planned/agreed/delivered with group members, e.g.: voice and influence activities/guest speakers from partner agencies/therapeutic activity/wellbeing and mindfulness exercises etc.

ACCESS TO POSITIVE AND DIVERSIONARY ACTIVITIES.
 GYW will be able to access services provided through established partnerships, that includes specialist advice e.g. homelessness and access to health and wellbeing, leisure and positive activities.

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.

GROW is governed by a board of trustee/directors with a wide range of skills and expertise from across the private, public and voluntary sector. They will hold the project to account at a strategic level. Ensuring targets are met and financial probity. They will receive quarterly reports as well as by exception.

Joanna Jones (CEO for 9 years/Senior Manager 14 years). Joanna will maintain strategic and operational oversight; she will provide leadership and support to the Senior Management Team in the day-to-day delivery of this project. Ensuring policies, procedures and working practices are implemented to ensure safe and best practice. Joanna has over 35 years' experience of working within the youth and community sector and has significant experience of working GYW with multiple and complex needs and with high levels of risk as such Joanna is adept at managing safeguarding issues and concerns and in a broad range of established productive working relationships with a range of agencies and professionals.

Joanna has managed a wide range of funding streams (contracts and grants) developed and implemented multiple projects/services that have successfully addressed need, improved outcomes for GYW on a personal, community, and societal level and either met or exceeded agreed targets.

Joanna will lead an initial project implementation team to mobilise the project. This will include (managers, business support and project delivery staff)

Sam White is the Service Coordinator; she has 23 years' experience of working in the police force before leading the Women's Justice Service for the last 3 years. The standard of delivery, monitoring and reporting has been deemed to be of a high standard by a recent Ministry of Justice consultation and oversight visit. Sam has excellent strategic and operational relationships with probation and other key delivery partners.

Sam will be responsible for the day to day running of the project implementing project

<p>processes and monitoring key requirements. To include the</p> <ul style="list-style-type: none"> • Recruitment/redeploy experienced project workers. • Intensive induction and ongoing line/case management, support, supervision and annual appraisal etc. <p>The Service Coordinator will monitor delivery against agreed outputs, outcomes, and key performance indicators, with oversight and input from the CEO.</p> <p>Project workers will either be new appointment or redeployed from our existing team. They will have significant experience of working with GYW and good understanding of gender and the intersectionality of oppression. They will be experienced at providing holistic, person-centred and trauma informed interventions. Development support will be provided where necessary. They will provide and group work support to GYW.</p> <p>The project will be supported by the wider GROW team, that includes a range of professionals and women with lived experience e.g. SEN teaching, specialising in neurodiversity, Probation worker, Youth Workers etc.</p>
<p>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.</p>
<p>GROW has specialised in gender specific provision since 1988. We are a women and girl's (WAG's) service, available to those born female and those who identify as WAG. GROW recognises intersecting characteristics and all forms of oppression.</p> <p>GROW's understanding of the needs and complexity of WAG's lives and the social and political factors that provide context is exceptional and built upon a wide range of experience, of working with WAG's with a range of characteristics, backgrounds and needs. Including those in the criminal justice system.</p> <p>Understanding the circumstances of WAG's lives, gender inequality, the impact of power and intersectionality of oppression has been fundamental in developing our trauma informed model, a framework that is collaborative and 'strengths based'. A clear and embedded approach based on research and empirical evidence gathered over 30 years, that:</p> <ul style="list-style-type: none"> • is holistic, strength based, person centred, integrated and seamless • understands and takes the complexity of WAG's lives seriously. • is non-judgemental - staff build respectful, honest and assertive relationships - fostering trust/openness. <p>Recognise that each WAG has been on their own journey.</p> <ul style="list-style-type: none"> • understand adverse childhood/life experiences can create trauma responses, we ask "what has happened to a person, not what is wrong with them". We avoid re-traumatising. • focus on strengths and belief that everyone with support can make positive changes/achieve their goals. <p>Believe that WAG's are experts in their own lives.</p> <ul style="list-style-type: none"> • Foster WAG's empowerment - increasing self-esteem, resilience skills and support making informed choices. <p>Over the last 35 years GROW has managed and successfully delivered a wide variety of contract and grant funded projects, e.g.</p> <ul style="list-style-type: none"> • Public bodies: NHS/Local Authority/Probation Service/Government Departments/Regional Bodies/FE College • Charitable Trusts: Children in Need/National Lotteries/Lloyds Foundation <p>Many delivered in partnerships or as part of consortia. All with different quality standards/targets and monitoring criteria.</p> <p>GROW consistently meets or exceeds expectations.</p> <p>All demonstrate GROW's ability to deliver, with:</p> <p>Successful project design, development and implementation</p> <ul style="list-style-type: none"> • Projects are flexible, tailor-made and bespoke, designed around the needs of WAG's/communities.

- Involving WAG's in design, delivery and evaluation
- Contract compliance.

Experience of working:

- strategically locally/regionally and nationally, representing lived experience of WAG's to influence policy/services
- collaboratively - building networks/partnership, establishing working protocols
- linking WAG's to other services to maximise resources, ensuring right support, at right time'. Intervening at the earliest point to achieve the best outcome.
- Identifying/managing risk

GROW is a key partner in delivering NHS Trauma Stabilisation Service to survivors of CSE and their families in Rotherham

Please explain how the grant will be spent

The grant will be spent on the:

- employment and associated costs of a Project Worker
- management and supervision
- project running costs e.g. telephone, IT etc.
- activity and resources
- emergency support pack
- volunteer expenses

Who will be responsible for overseeing and delivering this work?

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- Recruitment/redeploy experienced project workers.
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How do you plan to continue this work once the grant ends?

GROW has over 35 years' experience of delivering services to women and girls often on the edge of society, who are vulnerable, with experiences of abuse, trauma and exploitation. Addressing unmet need and gaps in services, such as the one this project tackles and ensuring women and girls voices are heard will continue to drive the organisation and our development.

We know that projects of this type cannot be self-funding, due to the complexity of the needs faced by the GYW who will be supported, and the level of risk encountered.

Work of this nature requires experienced and qualified staff, with an appropriate management and support structure, requiring a level of ongoing investment.

To combat this challenge GROW has a long-term service development strategy and is developing a comprehensive 3-year funding strategy to secure further charitable, public sector and corporate funding support, alongside a fundraising plan that will explore commercial income generating ideas (we are linking with Women in Business, through the Chamber of Commerce) and increasing donations through regular giving, legacy gifts and fundraising events and activities.

Learning from this project, will be embedded within GROW's practice model and cascaded through our local and regional partnerships and networks and will inform our contribution to the national research programme around exploited women.

The data collected from the work of this project will be used as evidence to influence the work of partner agencies. The lived experience of WAG's supported, will add further value weight to this endeavour - throughout the project we will advocate on behalf of WAG's and grasp every opportunity where WAG's can speak for themselves, for example we have recently facilitated a consultation with senior managers in the Probation service with women in our justice project.

GROW is also exploring how we can embed volunteering and peer support within our services, this will potentially support us to maintain elements of the work e.g. weekly drop in's and the delivery of wellbeing activities.

Networks, partnerships will be enhanced with service pathways created that will provide additional support for WAG's but hopefully longer-term referral options and the potential opportunity to develop partnership responses and the sharing of resources etc.

Are 80% of your beneficiaries women and girls? Please provide a breakdown of your beneficiary numbers for the last two years.

99% of beneficiaries are women and girls

2022/2023

396 Beneficiaries

63% of which were in the criminal justice system and 22% were at risk of being in the criminal justice system

2023/2024

406 Beneficiaries

65% of which were in the criminal justice system and 17% were at risk of being in the criminal justice system

GROW established 36 years ago with the aim of addressing disadvantaged faced by WAG's as a result of structural inequality. Since 2000, as an independent women's led

organisation, with a female only staff team.

A recent consultation reaffirmed that "women only" was important, as this helped WAG's feel safe, participate and support each other, "they understand each other as women" (May 2024)

GROW provides dedicated and responsive services to WAG's across Rotherham and Barnsley communities.

GROW built from a youth work and community development model, with feminist values ensure our services keep WAG's at the centre of what we do. We believe strongly in a 'bottom up' approach and work with WAG's at their own pace, to a point where their confidence and ability to make informed choices/changes are increased. Our vision is simple, remained unchanged "Empowering women to make informed choices". This alongside our values outlined below provide our operating framework.

RESPECT: WAG's are best decision makers for themselves/their children. We offer a respectful non-judgemental service

DIVERSITY: Value the uniqueness of WAG's and recognise the individual pathways each chooses.

EQUALITY: is not only important for women, it is good for all of us, ensuring a more peaceful and prosperous society for all

ADVOCACY: Movement towards equality requires social change. We Identify barriers to equality and advocate for change;

WELLBEING. Support women to make choices where their mental, physical and emotional wellbeing are served by ways they define as relaxing and fun;

SAFETY: Personal safety is a fundamental right. We strive to offer a space free from abuse and discrimination;

ACCOUNTABILITY: We value the trust placed in us by WAG's and supporters. We hold ourselves accountable

GROW works collaboratively to ensure that WAG's can access support and information in a way that has real meaning in their lives.

Our focus is WAG's who are:

- Isolated and lonely;
- Lacking in confidence;
- Facing crisis in their lives;
- Seeking to make positive lifestyle choices and changes;
- Falling through the net of existing services.

Key outcomes

WAG's have increased:

- ability to make positive lifestyles choices and changes
- ownership of services/activity
- confidence and feel empowered to influence those whose decision have the potential to impact on their lives

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

GROW has worked with victims, survivors and those with offending behaviours, providing universal/specific support to WAG's. Providing targeted bespoke trauma informed support that enables recovery and reduces offending/reoffending. Specialists in delivery of gender-based women services since 1988 expanding this to knowledge and service provision to WAG's within the criminal justice system (CJS) both as victims/survivors (of domestic abuse/child sexual exploitation) and as those with offending or history of offending behaviours.

CSJ Connected Work

Transforming Rehabilitation - Community Women's Hub

The Transforming Rehabilitation project is delivered in partnership with South Yorkshire Community Rehabilitation Company. The project supports the prevention,

rehabilitation and resettlement work for women involved in the Criminal Justice System.

GROW delivers a 'Community Women's Hub' in Rotherham and Barnsley for women to access structured group work, specialised drop-in services and one to one practical and emotional support and access to trauma stabilisation. We work closely with the Women and the Responsible Officers (CRC), to address the nine pathways of re-offending.

Post Abuse Service

A current RMBC commissioned service, successfully delivered since 2014. Emotional and practical support for those at risk of, and or affected by Child Sexual Exploitation. before, during and after court processes.

Trauma Stabilisation and Resilience

Working in partnership with the Stovewood Trauma and Resilience Service, GROW offers CSE victims/survivors the opportunity to take part in a Trauma Stabilisation Group.

The Trauma and Resilience Partnership has provided workforce training to be a lead deliverer of Trauma Stabilisation, outside of Adult Mental Health Services. It has also supported organisational development to embed trauma principles across the organisation.

This partnership has also enabled GROW to develop a productive relationship with the National Crime Agency - Operation Stovewood, as a result a smooth referral pathway has been integrated, and survivors of Child Sexual Exploitation receive a service in a timely manner.

In addition, we:

- Work within the "Whole System Approach": Women and Girls in or at risk of entering the CJS - South Yorkshire group, (sits under the Criminal Justice Board). The purpose of this group is to:
 - improve responses for women who have experienced trauma, and been victims of abuse and violence.
 - provide alternative opportunities earlier - out of court disposal, and problem solving courts
 - o develop routes out of the CJS for women to reduce reoffending
 - o create effective multi agency approaches
 - o ensure responses are guided by women with lived experience
 - Provide leadership to the voluntary and community sector in relation to women's experience of structural inequality and the specific issues faced by WAG's at risk of or involved

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)

£78000

Proposed grant start date	Proposed grant duration in months
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11/1/2024	24
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How much funding is required each year?

Year 1	Year 2
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£40000	£38000
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?
£318619	£338753
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£67081	