

Organisation Name		Reference code
Greater Manchester Doulas CIC		2024-10-YWG19
Organisation Address		
5 Cartridge Lane Grappenhall WA4 4SH		
Website Address		
https://greatermanchesterdoulas.com/		
How did you hear about the Triangle Trust?		
Our safeguarding lead		
Please describe your organisation's purpose in one or two sentences.		
To listen and hold space for vulnerable women and girls, and to facilitate the growth of peer support networks.		
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
Yes	11330869	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
Yes	No	
Grant Summary		
We will provide non-clinical, holistic support to young women and girls who have experienced trauma, CSE and other forms of abuse and are therefore at risk of first-time convictions or reoffending, using trauma-informed, individualised 1:1 and group work we will reduce criminal behaviour, build self-esteem, and help them reclaim their futures.		
Please describe the specific needs of the young women and girls you work with that this project will address		
<p>The girls and young women (GYW) we work with often come from traumatic backgrounds, which plays a significant role in their involvement with the criminal justice system. Many have experienced child sexual exploitation and abuse (CSEA), trafficking, domestic violence, and/or coercion into illegal activities. These traumatic experiences leave them with complex psychological and emotional needs, including low self-esteem, mental health challenges such as depression and anxiety, and a deep sense of shame and self-blame.</p> <p>Additionally, they are likely to have limited access to support networks, making them highly vulnerable to further exploitation or manipulation by perpetrators. The ongoing Female Offender Strategy Delivery Plan states "Many women have multiple, acute and unmet needs - cuts to services have resulted in a lack of crisis support for women, particularly around mental health and safe residential facilities for those fleeing violence." Statistics on self-harm incidents in prison show that women are disproportionately affected, it is clear from this that support is needed for emotional wellbeing before and after involvement with the criminal justice system. We aim to meet these needs to reduce the significant factors that lead to offending. During this</p>		

project we will be focusing on GYW who have experience of the care system and/or a parent in prison, and survivors of abuse and sexual exploitation.

These young women and girls are often without positive role models, healthy relationships, and emotional resilience, leaving them vulnerable to criminal exploitation, substance misuse, self-harm, and risky behaviours. The shame and stigma surrounding their involvement in criminal activities can further isolate them, making it difficult to engage with traditional rehabilitation services. This isolation increases their risk of reoffending in future, as they may continue to be manipulated by their abusers or become trapped in a cycle of criminality and exploitation.

The Female Defendant Project by Allies Against Slavery found in 2022 that traffickers of GYW are able to manipulate both victims and the justice system and that 54% of victims were forced into criminality as "hooks" or "managers". This is due to the coercive control and grooming elements preventing victims from getting perpetrators charged and leaving them vulnerable to further exploitation. Part of our project will be open to young women who have had this very experience, supporting them to break free from this cycle.

This project will address these needs by:

- reaching girls who are in the care system and/or have a parent in prison, and providing a safe environment for them to build positive relationships with peers.
- encouraging autonomy by involving the individuals in the topics and structure of the sessions, meeting any SEND and accessibility needs and being led by the attendees.
- providing trauma-informed support that recognises the underlying causes of criminal behaviours such as trauma and abuse.
- offering individualised, ongoing support at the earliest stage to help process their trauma, rebuild their self-esteem, and develop healthier coping mechanisms.
- creating safe spaces to share their experiences without judgement, to reduce isolation and feelings of shame.
- helping them navigate the legal system and understand their rights, while offering practical support such as signposting to mental health services, education, and job training.

Through this holistic approach we will reduce their vulnerability to (re)offending and prevent their further exploitation, enabling them to build safer, healthier and happier futures.

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?

Our impact is immediate and long term. We support GYW to centre themselves in their lives, and are sometimes the first to do so. Subsequently, they start saying no to what they don't want, making more room for what they want. Their confidence and self-esteem build. They value themselves, and find they have more to offer than they imagined. They see themselves as worthy of support, and realise what they contribute to the world is valuable. Strong self-worth reduces their risk of (re)offending. This is the everyday magic of peer support, which is a driving force in our organisation.

The key outcomes for this project focus on transforming the lives of those at risk of re/offending, by addressing root causes of criminal behaviour in women and girls.

These include:

- reduced risk of first-time offending. Our girls circles will provide early intervention and trauma-informed support, to reduce the number of young women who become involved in criminal activities. Through mentoring, mental health support, and practical resources, we will help them develop resilience, to avoid getting trapped in cycles of exploitation and criminality.
- reduction in reoffending. For those already involved in the criminal justice system, we will work to break the cycle of reoffending. By addressing their underlying trauma and providing consistent emotional support, we will empower them to make healthy and

safe life choices, which will ultimately decrease their likelihood of reoffending.

- increased self-esteem and empowerment. A key goal is to help vulnerable women and girls by rebuilding their self-worth. By recognising their trauma and validating their experiences, we will foster dignity and self-respect, to give them more options and the agency to make healthier decisions in their futures.

Improved mental health and wellbeing. Through access to therapeutic interventions, the project will aim to support women who have been subject to abuse and/or exploitation to heal from their trauma. This will improve their overall quality of life, their ability to cope with stress and adversity and reduce the risk of them being caught up in criminal activity.

- better engagement with other services for brighter futures. Some offences limit access to professional qualifications, which can trap them in poverty.

By scaffolding service-users with holistic support, we will remove barriers to accessing education, vocational training, and employment opportunities, enabling them to envision brighter futures and reducing their risk of offending. Furthermore, we aim to improve their engagement with local services, helping them build a network of support for long-term sustainability.

As stated in the Female Offender Strategy, "Women's community sector organisations have a vital role to play in providing the necessary services and interventions to meet the needs of women and we will continue to invest in these services." We believe that the aims of this project will play a part in that role.

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

We will provide a combination of group work and 1:1 support online and in-person, looking at mental health, healthy relationships, legal advice signposting, challenging victim-blaming, and more. We plan to build a robust and stable support network for GYW to use as they navigate the challenges they face. This will consist of semi-structured, peer-support circles for three different age brackets covering age-appropriate topics with 1:1 support available outside of these circles.

We will facilitate girl's circles for 13-16 yrs who have experience with the care system and/or a parent in prison. We will run a 10wk course 3 x each year. During each 2hr, in-person session covering things such as mental health coping strategy, gender, healthy relationships, unhealthy relationships, manipulation tactics, victim blaming, body confidence, online safety and consent.

We will facilitate an online 10wk course 3 x each year for young women aged 17-21 yrs. As well as continuing to build confidence and self-esteem, these circles will cover topics such as domestic abuse, perpetrator tactics, body issues, gender, mental health, trauma coping strategies, recovering from sexual violence, boundaries, feminism and equality.

We will facilitate women's circles for survivors of abuse including sexual exploitation and domestic abuse, to support them to make positive connections, build support networks and confidence, and reach their goals. We will run a 10wk course 3 x each year, each session being 2hrs. During each session, women will build trust with ourselves and peers, learn, build resilience, and process their experiences. Following past courses like this, women have continued to meet long after the course ended, due to the formation of supportive bonds. We already have a robust referral link with You My Sister, an organisation supporting women who have survived the sexual exploitation industries.

Each year of this 2-year project we will provide ongoing, long-term support for up to 20 young women, over 200hrs of sessions. Each woman will receive personalised support from trained staff who understand trauma and its impact on behaviour. Through this we will help these young women develop coping strategies, address the root causes, and work toward healthier futures. Our support plan allows young women to book sessions over three months to discuss issues pertaining to trauma, abuse and/or exploitation alongside financial and health issues. During each 1hr session two trained staff

<p>members listen without judgement or interruption. Each woman will have a Whatsapp chat with us to use whenever she wishes between sessions; we have allocated 7hrs/week for reading and responding.</p> <p>We will build on existing connections with local authorities, schools, youth services, and other organisations to ensure a strong referral system for at-risk young women. Such partnerships will enable us to signpost for legal and financial support, and education/employment opportunities.</p>
<p>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.</p>
<p>I am a founder of, director of, and senior doula at, Greater Manchester Doulas CIC. I am involved in every aspect of GMD, behind the scenes and delivering direct work. Alongside me will be Amy Fairbrother, who is another director responsible for direct service delivery, two workers, and Gemma Aitchison who is a director and our Safeguarding Lead.</p> <p>Members of our team are survivors of CSEA and between us have extensive professional knowledge and expertise in this area as well as local, national and international connections in this field.</p> <p>We want to reach these women, to rehabilitate their sense of self, encourage their full participation in society, and have safer futures. Our trauma-informed methods prioritise safety, trust-building, and emotional validation.</p> <p>We are qualified in all eight areas of CSEA and county lines, risk assessment, perpetrator tactics and profiles, domestic abuse, CBT and suicide prevention. We deliver trauma informed practice, and have an extensive network for signposting and support.</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>We have experience in supporting vulnerable women and girls, from various professional backgrounds such as youth work, community development, social policy, violence against women and girls (VAWG), domestic abuse, child sexual exploitation and abuse (CSEA), special educational needs and disabilities (SEND), forensic psychology, and teaching.</p> <p>As GMD CIC we have been providing services to women and teenaged girls since 2018, and have become known for highlighting the effectiveness of non-clinical support in building confidence and self-esteem in service users as they heal from trauma.</p> <p>We started out supporting women during pregnancy, birth and postpartum, which is a time rife with systemic and domestic abuse. From listening to their unmet needs we expanded our scope to provide trauma-informed, individualised support for girls from age 8, and women outside the childbearing year. As reflective practitioners we are always evolving and developing, and being embedded in the community we are highly responsive to its needs.</p> <p>In 2020 we recruited Gemma Aitchison as director and safeguarding lead. She has over a decade in VAWG prevention and victim rehabilitation, and is a multi-award winning, recognised expert in this sector. She has consulted for European parliament, Amnesty International, and the government, including their policy on CSEA prevention, VAWG prevention (via PSHE curriculum) and their response to domestic abuse regarding children and young people.</p> <p>We support women and girls with complex, high-risk needs, including those involved in criminal activity. Our work, especially with CSEA survivors, trafficked women, and those with mental health issues, has equipped us with the knowledge, skills, and drive to engage with and rehabilitate vulnerable individuals.</p> <p>We understand the unique challenges faced by women and girls in navigating trauma,</p>

societal expectations, and criminal behaviour. We recognise that the intersection of sex and trauma creates barriers to accessing support, and design our services based on the specific needs of women and girls.

We have a proven track record in providing trauma-informed support for women and girls who have experienced violence, abuse, and exploitation. We have a deep understanding of how trauma, particularly in the form of CSEA, can affect behaviour, mental health, and life outcomes. With these expertise, we are confident that we can deliver this project successfully and create meaningful change for young women at risk of offending.

We meet women with timely and fitting emotional and practical support, building trust to address underlying issues and empower them for future challenges. Our approach allows us to support women with complex needs by treating them as individuals. Our holistic, individual approach, coupled with collaboration and self-care practices including regular supervision at all levels, ensures we provide the effective, empowering support women need and deserve.

Please explain how the grant will be spent

We are applying for funding to deliver a 2-year project. This grant will be spent on project delivery staff costs, room hire, marketing materials, volunteer expenses, refreshments, travel expenses, training and development, and DBS renewals.

The staff costs each year will cover the delivery of:

- 200 x 1hr individualised support sessions in the form of long-term support plans for up to 20 young women aged 16-30. £12,000 in YR 1 (200 hrs, 2 staff @ £30/hr), £12,720 in YR 2

- 7hrs/week of Whatsapp support built into these support plans. £10,920 in YR 1 (7hrs/week x 52 weeks, 1 staff @ £30/hr), £11,575 in YR 2

- 3 x 10-week courses with girls aged 13-16 with background of the care system and/or a parent in prison. £3,600 in YR 1 (60hrs of sessions, two staff @ £30/hr), £3,816 in YR 2

- 3 x 10-week courses with young women aged 17-21 who have had experience of the criminal justice system. £3,600 in YR 1 (60hrs of sessions, two staff @ £30/hr), £3,816 in YR 2

- 3 x 10-week courses specifically for young women aged 22-30 who have been subject to abuse and trauma, either through sexual exploitation or domestic abuse, making them particularly vulnerable to first-time or repeat offending. £3,600 in YR 1 (60hrs of sessions, two staff @ £30/hr), £3,816 in YR 2

Other costs:

- room hire - £1,800 in YR 1 (£30/hr x 60 hrs group sessions), £3,816 in YR 2

- marketing - £130 in YR 1 (1000 A5 fliers), £132 in YR 2

- volunteer expenses - £300 in YR 1 (£10/group x 30 group sessions), £306 in YR 2

- refreshments - £150 in YR 1 (£5/group x 30 group sessions), £153 in YR 2

- travel expenses - £216 in YR 1 (£0.45/mile x 16 miles x 30 group sessions), £220 in YR 2

- training - £600 in YR 1 (£200 x 3 staff), £612 in YR 2

- DBS renewals - £39 in YR 1 (£13 x 3), £40 in YR 2

We have taken into account an increases in costs for YR 2.

Our staff are paid £30/hr, above the Real Living Wage. For direct delivery we'll always have two trained staff members present who have an enhanced DBS in place, and for any group setting we will also have a volunteer with an enhanced DBS. For every in-person group session we will provide refreshments and cover travel expenses for staff and volunteers.

Who will be responsible for overseeing and delivering this work?

I am a founder of, director of, and senior doula at, Greater Manchester Doulas CIC. I am involved in every aspect of GMD, behind the scenes and delivering direct work. Alongside me will be Amy Fairbrother, who is another director responsible for direct

service delivery, two workers, and Gemma Aitchison who is a director and our Safeguarding Lead.

Members of our team are survivors of CSEA and between us have extensive professional knowledge and expertise in this area as well as local, national and international connections in this field.

We want to reach these women, to rehabilitate their sense of self, encourage their full participation in society, and have safer futures. Our trauma-informed methods prioritise safety, trust-building, and emotional validation.

We are qualified in all eight areas of CSEA and county lines, risk assessment, perpetrator tactics and profiles, domestic abuse, CBT and suicide prevention. We deliver trauma informed practice, and have an extensive network for signposting and support.

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

If this project is successful in transforming victims' lives, outlooks and futures, we will use key information and the demand it demonstrates to apply for further funding, promote awareness of the issues these women face, and roll out this format of support on a larger scale. By tracking and evaluating the outcomes of this project - such as reductions in re/offending, and improvements in mental health and self-esteem - we will build a compelling case for future funding. Success stories and measurable results will be key in demonstrating the project's effectiveness to funders, policymakers, and community stakeholders. As part of the GMCA women and equality panel, the Salford VOCAL group and the GMCA VAWG panel we will let our community know about our work, and learn about public funding opportunities.

We plan to take the voices of the women we work with seriously, and learn from our work for the benefit of individuals and organisations nationwide. As reflective practitioners we will develop our skills and share information with other professionals. This will reduce crime such as VAWG in our communities, and encourage engagement with local services. With these insights we will seek additional funding from local government, charitable foundations, and corporate sponsors to continue and expand the project. Our existing track record of delivering successful programs will support our future grant applications.

Our structure allows for paid-for services alongside funding to build stability so we can deliver this work as long as it is needed. We will explore revenue-generating activities, such as offering training or consultancy services in trauma-informed care, to generate income that can be reinvested in the project. This would not only help sustain the work but also expand our reach to other vulnerable groups. This could include the girls we work with letting us know what would have helped them, or what ways in which girls their age would need information to keep them safe and co-creating assets such as training or awareness-raising material.

We will work with service-users to raise awareness about the importance of early intervention and trauma-informed support for young women at risk of offending. Together we can help ensure that this type of support becomes an integral part of community services for young women in the long term.

We will deepen our relationships with local services, schools, and community organisations to create a referral network that can sustain the project beyond the initial grant. Partnering with other organisations will also open opportunities for co-funding or resource sharing.

Through a combination of demonstrated impact, diversified funding, and strategic partnerships, we plan to secure the future of this project, ensuring ongoing support for young women and girls at risk of offending.

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

Yes, our organisation exclusively works with women and girls. Since our inception all of our services have been set up for their benefit, in response to needs they alerted us to.

<p>Women and girls are the heart and soul of our organisation, and they always will be. We are working toward a future in which all women and girls live full lives, free from abuse and exploitation. Our theory of change centres them entirely: Our goal is for women and girls to readily assert agency in all aspects of their lives. We will know we are achieving this when women and girls:</p> <ul style="list-style-type: none"> - become more confident recognising and acting upon their intuition - have increased respect for and understanding of their bodies - have an increased awareness of their human rights and other relevant rights - have increased self esteem - feel able to establish and assert their boundaries - feel an increased sense of community <p>We meet these outcomes by:</p> <ul style="list-style-type: none"> - one-to-one support - girls circles - holistic support for pregnancy, childbirth, postpartum and loss - community groups - longer term/recurring workshops <p>Women with sons will benefit from this project due to our strong connections with two male advocate organisations. Men at Work CIC work with boys and Survivors Manchester work with men.</p>	
<p>Does your organisation have existing knowledge and expertise working across the criminal justice system?</p>	
<p>Our team has training on domestic abuse, child sexual abuse, family court systems, perpetrator profiles, county lines and forensic psychology. We have relationships with the victim commissioner, GMCA police commissioner, greater Manchester police and the domestic abuse commissioner.</p> <p>We developed a passion for working with YWG through a service user who had been trafficked and used as a hook as a girl. She was forced to commit crimes under extreme coercion, which had a devastating impact on her physical and mental health, involved her in the criminal justice system, and threatened her future.</p> <p>Through hearing her story and learning more about YWG in her situation we realised how little support was available, and the obstacles faced in accessing it and engaging with it. Here is some feedback we received after supporting her:</p> <p>"GMD have held space for everything I have been through. Nothing has ever been too big or too small. In time I felt safe to disclose the crimes I was coerced into committing. It's a terrifying thing to share your secrets and yet there is nothing more painful than bearing an untold story. I have been met with patience, compassion, support and empathy. I had been physically free for over a year but it was only since working with GMD that I began to experience an interior freedom that I believe all women deserve. I don't have to bear untold stories any more and slowly in this space I am coming to know my dignity and my worth. It has changed the course of my life. I have hope."</p>	
<p>Will you be receiving funding from any other sources for this project?</p>	
<p>No</p>	
<p>Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.</p>	
<p>Yes</p>	
<p>Reason why not all staff have DBS checks.</p>	
<p> </p>	
<p>Total funding requested in this application (£10,000 to £80,000 with a maximum of £40,000 in one year)</p>	
<p>£75997</p>	
<p>Proposed grant start date</p>	<p>Proposed grant duration in months</p>
<p>4/1/2025</p>	<p>24</p>

How much funding is required each year?	
Year 1	Year 2
£36955	£39043
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?
£70221	£97621
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£25974	