

Organisation Name		Reference code	
Kairos Women Working Together		2024-10-YWG26	
Organisation Address			
50 Walsgrave Road Coventry Warwickshire CV2 4EB Warwickshire			
Website Address			
kairoswwt.org.uk			
How did you hear about the Triangle Trust?			
online search			
Please describe your organisation's purpose in one or two sentences.			
Kairos provide holistic, trauma-informed, support and advocacy for women in Coventry who face multiple disadvantage and are at risk of or subject to sexual exploitation. We empower women to improve their options and life chances.			
Type of organisation? (tick all that apply and complete relevant details)			
Charity	Registered Charity Number	Date Registered	
Yes	1136695	2002	
Community Interest Company	Registered Companies House Number	Date Registered	
No			
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded	
No			
Grant Summary			
To provide specialist, tailored support and advocacy for young women and girls in Coventry to enable them to build fulfilled lives free from violence, exploitation and offending.			
Please describe the specific needs of the young women and girls you work with that this project will address			
<p>Kairos work with young women and girls aged 16+, who face multiple forms of disadvantage and have complex, intersecting needs, which results in increased risk of contact with the Criminal Justice System (CJS). Most have a history of trauma, typically as a consequence of the violence, abuse and exploitation they have been subjected to. Most of the young women and girls live in poverty in and around Hillfields in Coventry, one of England's 10% most deprived areas (IMD, 2019), 85% having experienced homelessness or housing vulnerability with no safe space to call home. Many have undiagnosed learning disabilities and/or are neurodivergent, most having been excluded from education at some point. 95% state they struggle with their mental health.</p> <p>Three quarters of the young women and girls we support are care experienced. They find the transition from adolescence into adulthood particularly challenging as at age 18 they are expected to live independently. With limited formal care services and support networks they are left feeling isolated and ill-prepared. This instantaneous, age-driven process, creates feelings of powerlessness, instability and mistrust and has a further, detrimental impact upon their mental health and wellbeing.</p> <p>Two-thirds of the young women and girls use drugs/alcohol to cope, both a cause and</p>			

consequence of the complex challenges they face. Their need to fund and sustain their addictions often becomes a barrier to exiting those situations, and they become stuck in a vicious cycle of crisis and dependency that places them at higher risk of entering or ongoing contact with the CJS.

This situation is compounded as they are often excluded from mainstream services and frequently deemed 'too high risk or their needs too complex' for single-issue focused agencies. They are often subjected to systemic injustice, including intolerance, pathologisation, victim-blaming, and discrimination resulting in them being dismissed as 'time-wasters' or 'undeserving' and criminalised for their vulnerabilities.

The young women and girls are some of the most marginalised women in society, disadvantaged by their backgrounds, age, gender and for some racism. The challenges they face are mutually reinforcing, driven by the social and structural inequalities which characterise their lives and places them at high risk of contact with the CJS.

We know from experience and extensive research that 1-2-1 holistic, trauma-informed, women centred, practical and emotional support and advocacy is what the young women and girls need. Typically they need support to address their dependency upon drugs and alcohol, secure and maintain a tenancy and break free from the grip of exploitative perpetrators. We recognise how the complex challenges they face overlap and intertwine and the profound and lasting impact violence, abuse and other forms of trauma have had. Without our intervention, many of these young women and girls will 'fall through the cracks' and become entrenched in an intergenerational cycle of poverty and disadvantage, with increased risk of exploitation. Our approach builds trust, so fewer young women and girls end up subject to exploitation, in survival 'sex work' and ongoing contact with the CJS.

Of the young women and girls who have had contact with the CJS, in line with national figures, we see most sent to prison for crimes related to their poverty, homelessness, or addiction. The short sentences have a long-term impact on their stability, as they lose their accommodation, addiction support and networks. As per MoJ 2019 statistics, many of the young women we support are released from prison at very short notice, with nowhere to live and no support or resources in place, increasing their risk of re-offending. We seek to address these issues, at the same time diverting women from entering the CJS, reducing the number of women serving short sentences, and reducing reoffending.

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 support will help deter women at risk of contact with the CJS and help women serving custodial sentences transition into the community, reducing reoffending and the cycle of multiple short sentences.

We will empower young women and girls to improve their options and life chances; increasing their safety, stability, self-belief and self-reliance. We recognise the need to move beyond entrenched cycles of crisis and dependency, so will support them to believe in their ability to achieve their goals, ending the cycle of violence, abuse, inequality and offending.

Our support will be transformational, and outcomes focussed. We monitor our interventions through Lamplight, our case management system, and hold regular case management reviews. We evaluate our impact using nationally recognised Outcome Stars, particularly the 'Young Persons Star' for the young women and girls we work with.

We will work with each young woman to measure their progress against a range of health & wellbeing indicators that if improved will reduce their risk of offending. We will take baseline measures and track progress 2-4 times a year depending on their needs and support they receive. A period of stability is an achievement for many of the young women and girls we support, a good outcome is where they have improved, or

maintained, their position. Based on experience and outcomes to date:

- 76% will improve their levels of confidence and self-esteem - measures how they feel about themselves, their confidence and self-worth, and the extent to which women are able to take back a sense of control over their own life.
- 75% will improve or maintain their accommodation - considers the steps they are taking to live more independently and managing and complying with their tenancy agreement.
- 78% will build positive support networks - is about feeling connected and supported and having people who help them to make positive choices.
- 75% will better look after their mental, physical and sexual health - this is focused on how well they look after their health, going to the doctor and dentist as needed, taking prescribed medication, and protecting themselves from sexually transmitted infections (STIs).
- 70% will make better choices around alcohol, drugs and offending - looks at their use of drugs, drinking, or getting into trouble with the police through anti-social behaviour or offending.
- 80% will improve their practical life skills - is about the skills needed to live independently and look after themselves.

These young women and girls require an intensive, long term investment. With our support they report they feel safer, have developed greater self-belief and self-reliance and that they better understand their legal rights and responsibilities, enabling them to move away from an offending lifestyle.

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

This funding will enable us to proactively work with young women and girls, many of whom have complex unmet needs and, who:

- Are at risk of new or repeated contact with the CJS;
- Are currently under community supervision in Coventry;
- Are from Coventry and in custody at HMP Peterborough, HMP Foston Hall, HMP Drake Hall.

The young women will receive holistic, trauma-informed support from a Specialist Justice Practitioner and/or a Support and Advocacy Practitioner, to address the factors that increase their risk of offending i.e. addiction, violence, abuse and exploitation, housing, poverty, and their ability to manage difficult emotions.

Over two years we will undertake preventative work to:

- Provide young women and girls with 1-2-1 support and advocacy, reducing their vulnerability to exploitation and offending. We will help them establish positive routines with better decision making to help them transition out of cycles of dependency and towards independence, building lives free from offending.
- Facilitate Peer Mentor Support work, providing training and support for the young women and girls to become Peer Mentors helping them gain new skills, knowledge and increasing their confidence to move in to training, volunteering or employment.
- Support young women and girls through a co-produced support group, Queen Bees, helping them explore topics including relationships and consent, all designed to improve their resilience and decision making and reduce the risk of contact with the CJS.
- Provide a Summer Programme that will focus on confidence building, social inclusion, safe risk tasking, and having fun, something many of our young women and girls don't get to experience.

Plus the specialist Women's Justice Practitioner and the Support and Advocacy Practitioner will hold a caseload of young women currently in prison, resettling from prison or accessing the service on community orders. They will:

- Provide 1-2-1 practical and emotional support and advocacy, undertaking a comprehensive assessment with each young woman to identify needs and producing a

collaborative strength-based action plan.

- Provide support upon release, working in partnership with probation, Youth Justice, Children's Services and other Voluntary Organisations to reduce barriers and enable better engagement and avoid recalls.
- Provide prison in-reach services, visiting and keeping in touch, often being the only contact with the outside world. They will also send wellbeing support packs, containing essential items and enrichment activities.
- Attend multi-agency meetings and Family and/or Criminal court to advocate and support the young women and girls.
- Support the young women to access training and employment opportunities

We'll tailor our support to meet age, gender and cultural needs, and we'll provide outreach services in the community to increase accessibility and engagement and ultimately reduce contact with the CJS.

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.

The delivery of this work will be carried out by a Specialist Justice Practitioner and a Support and Advocacy Practitioner. Both have extensive experience delivering holistic, gender and trauma-informed support to women with multiple, complex unmet needs who are at risk or in contact with the Criminal Justice System. Our Specialist Justice Practitioner has an in depth working knowledge of the Criminal Justice System, legislative processes and local landscape. Her role includes supporting the wider team through the sharing of knowledge and insight as well as advocating for the women we support on a local, regional and national scale. Our Specialist Justice Practitioner has built strong working partnerships and referral pathways with local statutory and voluntary agencies.

The Practitioners are supported and supervised by our Team Manager, who is responsible for staff supervision, development and wellbeing. Our Team Manager conducts regular case management meetings as well as Support and Supervision sessions to ensure staff are regularly reviewing and developing their practice whilst maintaining their own wellbeing. We manage a high level of adult and child safeguarding and have effective policies and practices in place, such as external supervision for Practitioners and weekly safeguarding review meetings. The Team Manager is the Designated Safeguarding Officer, supporting staff to respond to any safeguarding concerns in line with our best practice, policy and processes.

The Head of Service Delivery has overall responsibility for the operational oversight, development and management of services. Her role includes supporting the Team Manager to ensure Kairos are prioritising best practice and staff wellbeing, establishing and developing new services as well as reviewing existing policies and practices. The Head of Service Delivery is the Designated Safeguarding Lead for the organisation, and supports the Team Manager with serious safeguarding concerns or incidents, and report to the CEO and Board as required.

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.

Women tell us that our provision of women-only services and spaces increases their feeling of safety and likelihood of engagement. Our services are tailored to their specific needs as young women and girls, we consider the impact of trauma in our interactions and the design of our environment and services. We challenge the way in which women are blamed and pathologised for their trauma, and focus on the their strengths. In line with best practice, our support is women-centred, trauma-informed, non-judgemental, and collaborative. We understand the context within which the young women and girls live their lives, we listen to their voices and they are actively involved

in co-designing their support plans and our service provision. Our support is open-ended, as sustainable change takes time.

Last year 3 of the young women we supported through the court process were anticipating sentences of between 3 and 7 years. The women, however, all received 2 year suspended sentences, as it was recognised by the Judges trying their cases that they were engaging in productive work with Kairos, demonstrating their willingness to lead a positive, crime-free life. Preventing these young women from entering custody and allowing them to continue to work with us, was a significant turning point in these young women's lives. None of the women have re-offended and we've supported one of the women into training in a field for which she has longer term ambitions to work. At one time, her daughter was under children's social care and facing child removal, however we supported the young woman, a care leaver herself, to engage with the child protection plan, and her child has recently been stepped down to universal services. Our intervention helped break what could have been another inter-generational cycle of deprivation and prevented the potential cost and detrimental impact of another child spending a childhood in care.

A recent, independent evaluation of our 'Feeling Safe' work with young women and girls concluded:

'With confidence the evidence presented allows us to say: Feeling Safe provides an effective and supportive transitional service, the evidence presented demonstrates the continued necessity for a service that addresses the specific needs of young women of 18 years and above with complex unmet needs and vulnerabilities. The Feeling Safe team provide a much-needed advocacy service. Working across all forms of need and responding flexibly they are in a unique position to multi-agency co-ordinate the cases of the young women they work with.'

Working with Social Services we have since reduced the age of referral to 16+ to better support girls transitioning from Children's Services.

Please explain how the grant will be spent

This funding will enable us to combine our Women's Justice and Feeling Safe work to create a streamlined, co-worked pathway of support for young women and girls at risk of entering or in contact with the CJS.

Specifically, the funding will contribute almost 50% towards the salaries of our Specialist Justice Practitioner and a Support and Advocacy Practitioner.

The cost of living crisis is having a disproportionate impact on the young women and girls we support, as poverty levels increase, we see more young women spiralling into homelessness, leading to increased substance use to cope and increasing the risk of exploitation and offending. Demand for our services has increased by 23% between 2021 and 2023. In contributing towards salaries, this funding will help to meet our increased costs and enable us to develop a gender and age appropriate co-worked service across Feeling Safe and Women's Justice Services.

Ultimately the funding will ensure we are there for more young women and girls, providing the specialist, age, gender and cultural support they need to enable them to transition into adulthood, living fulfilled lives free from exploitation and offending.

'Life Changing, Life Saving' (2018), a report launched in Parliament by The Women's Budget Group, as part of Coventry Women's Partnership's research series, measures the value of women's sector organisations, such as Kairos, as delivering a 5-11% social return on investments for every £1 invested. This offers a relatively low cost alternative to custody, involvement in the CJS, children in the care system, and women's potential life-time dependency on statutory services.

Who will be responsible for overseeing and delivering this work?

The delivery of this work will be carried out by a Specialist Justice Practitioner and a Support and Advocacy Practitioner. Both have extensive experience delivering holistic, gender and trauma-informed support to women with multiple, complex unmet needs who are at risk or in contact with the Criminal Justice System. Our Specialist Justice

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

This work will become part of Kairos' organic growth and included in our fundraising plan to secure the necessary ongoing funding. Recognising the importance of this stream of work, we have recently recruited an experienced Fundraising Manager to lead and build on some work undertaken by external consultants. Bringing this work in house, represents a more sustainable option for the future and gives us greater confidence that we can secure the necessary funding long term.

In addition, we are undertaking some exciting work with the help of consultants from Lloyd's, one of our major funders, to develop a more comprehensive Fundraising Strategy focused on diversification of our income streams. We recognise that to increase Kairos' security and ensure sustainability we need independent income streams to reduce our reliance upon Trusts and Grants. We understand that this work will take time to develop and implement before we can realise the benefits. Securing two years of funding for this project from the Triangle Trust will provide the necessary window for us to do this work, and we are confident that in that time we will have secured sufficient ongoing funding to ensure the project is sustainable.

As an organisation Kairos has been delivering essential front-line services to women facing multiple disadvantage for 25 years. We have built a high level of expertise and nurtured trust and positive relationships with the women we support and our partners in the community. In recent years, Kairos have widened our reach, and are continually evolving our approach to enhance our service offer. We've adapted to a more competitive funding landscape, with a comprehensive funding strategy and pipeline, guided by a clear organisational strategy. Our 2022-2025 organisational strategy recognises our recent pace of change and dedicates time to consolidate and strengthen our foundations to ensure long-term sustainability. Our key aim is to ensure we evolve in a sensible way, as a strong and sustainable organisation.

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

Kairos has been run by women, for women, since 1999. We provide holistic, trauma-informed, open-ended support and advocacy for women in Coventry who face multiple disadvantage, social exclusion and are at risk of or subject to sexual exploitation and ongoing contact with the CJS. Our team of staff, volunteers and trustees, are led by

<p>and include several women with lived experience of the issues affecting the women we support. With a 25-year track record as a community-based women's organisation, each year we support over 250 women. We are the only service in Coventry providing holistic support to a cohort of women who, without us, would fall through the gaps of other statutory and voluntary single issue focused services.</p>
<p>Does your organisation have existing knowledge and expertise working across the criminal justice system?</p>
<p>We've extended the reach of our Women's Justice Service, to more women, by increased prison in-reach and post-release support at HMP Peterborough, HMP Foston Hall, and HMP Drake Hall. We offer a package of community-based support to women at risk of or in contact with the CJS, aimed at diverting women away from the CJS. We provide 1-2-1 intensive support and advocacy, community reintegration support, and preventative work addressing criminogenic factors using our gender specific, holistic, trauma-informed approach. In the period April 2023-March 2024 we supported 86 women in our Women's Justice service.</p> <p>Our Specialist Justice Practitioner has built stronger relationships and referral pathways with Probation, Police, the local Court and contracted women's Justice Services (Springboard). Although many women self-refer to us (50%), we also receive referrals from Probation (15%), Social Care (15%), Prison, (5%), Police (5%), the NHS (3%) and other services (7%).</p> <p>In recognition of our work supporting women in the CJS we were recently invited to join the National Women's Justice Coalition (NWJC), an alliance of 26 women's organisations driving systemic change and improved outcomes for women and girls in contact with the CJS. We were heavily involved in the work leading to the announcement of the Women's Justice Board.</p> <p>We see this work as a critical part of our support for young women and girls. As well as the direct support, we work with them to amplify their voices and address the structural inequalities that place them at higher risk of having contact with the CJS. We are actively involved in a number of other national forums including the Agenda Alliance campaigning and contributing to their research work and Clinks working with other voluntary organisations supporting people in the CJS. At a local level, we work with West Midlands Police and feed into other local and regional strategies affecting young women and girls, especially in connection with VAWG, Homelessness and Women's Justice.</p> <p>Our relationship with the Police is continually improving. We have worked hard to reduce the stigma around the women and girls we support encouraging the Police to take a supportive and more gendered, trauma-informed approach. Recent feedback from an Offender Manager working with our specialist Justice Practitioner and one of our Support and Advocacy Practitioners, could not speak highly enough of the support they had provided for a young woman 'particularly when other professionals had given up or closed the door on her' she was really impressed with their approach to support and said she could not have done her job without their support and close partnership working.</p> <p>This experience and expertise means we are well placed to offer a Women's Justice Service for young women and girls.</p>
<p>Will you be receiving funding from any other sources for this project?</p>
<p>We currently receive National Lottery funding that contributes towards Feeling Safe and funding from the MoJ towards our women's justice work. However, the MOJ grant ends in March 2025.</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>

Total funding requested in this application (£10,000 to £80,000 with a maximum of £40,000 in one year)	
£80000	
Proposed grant start date	Proposed grant duration in months
4/1/2025	24
How much funding is required each year?	
Year 1	Year 2
£40000	£40000
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?
£422445	£473719
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£198802	