

Organisation Name		Reference code
New Dawn New Day		2024-10-YWG32
Organisation Address		
3 Museum Square Leicester Leicestershire LE1 6UF Leicestershire		
Website Address		
www.ndnd.org.uk		
<b>How did you hear about the Triangle Trust?</b>		
Clinks Bulletin		
<b>Please describe your organisation's purpose in one or two sentences.</b>		
New Dawn New Day exists to women to recover from trauma, break free from the criminal justice system. and rebuild thier lives.		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1034869	1994
Community Interest Company	Registered Companies House Number	Date Registered
No		
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
<b>Grant Summary</b>		
By expanding our gender-responsive, trauma-informed Out of Court Resolution service with a part-time Young Women's Specialist, this project aims to improve the lives of young women (16-25) arrested in Leicestershire, diverting them from the criminal justice system.		
<b>Please describe the specific needs of the young women and girls you work with that this project will address</b>		
<p>Young women and girls referred through our Out of Court Resolution service face multiple intersecting challenges. Many present with histories of trauma, including childhood abuse, domestic violence, and sexual exploitation. A significant proportion struggle with mental health issues, substance misuse, and have learning disabilities, with ADHD and autism particularly common. Many have experienced the family breakdown, involvement in sex work, insecure accommodation and street homelessness. The cumulative impact of these experiences makes this group highly vulnerable to criminalisation. Many have already encountered the care system as children, with some having their own children removed in care, creating additional stress and feelings of loss. Additionally, a large proportion (61%) of referrals are for violent offences, reflecting both unresolved trauma and limited access to effective coping strategies.</p> <p>Our approach recognises that criminalised young women's behaviours often stem from survival mechanisms developed through adversity. Without specialised support, their risks increase, making future involvement in the criminal justice system more likely. Many are also hindered by negative self-beliefs, stigma, racial discrimination and homophobia, which reduce their likelihood of engaging in supportive services. By</p>		

focusing on their unique needs and strengths, our project aims to stabilise, empower, and support the development of the practical, emotional and social skills young women need to break this cycle, fostering resilience, self-worth, and long-term recovery. Our project is designed to meet these specific needs by offering additional support to what we are currently able to provide as part of our Out of Court Resolution service. At present we can provide between 4 and 6 sessions of support but many young women would benefit significantly from longer term voluntary involvement with New Dawn New Day. By offering a combination of one-to-one holistic support and access to a trauma-informed group programme, addressing the core needs of young women, we will be better placed to divert them from the criminal justice system, setting the foundation for long-term personal growth and resilience.

A dedicated Young Women's Specialist worker will provide intensive, person-centred wraparound support, guiding young women through their unique circumstances with an approach that acknowledges the impacts of trauma and adversity. Through one-to-one sessions, the specialist worker will help participants address personal challenges, navigate complex service systems, and build the coping skills necessary to manage triggers and avoid future incidents.

The young women will also be able to participate in a trauma-informed group program called "This is Me". This program was originally developed by NDND as a gender-responsive and trauma informed alternative to traditional anger management programmes and supports women in understanding how trauma has influenced their mental and physical wellbeing, emotions, and behaviours. By equipping them with tools for emotional regulation, conflict management, and resilience, we provide pathways to healthier responses to stress and conflict, reducing the likelihood of future violent incidents and criminalisation.

**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 Young Women's project aims to achieve the following outcomes:

Reduced risk of reoffending:

By focusing on trauma-informed support, we aim to enable young women to address the root causes of their offending behaviour, promoting stability and reducing future justice system involvement.

Improved mental health and coping skills:

Participants will gain access to tools that support emotional regulation and coping, reducing reliance on harmful behaviours.

Enhanced life skills and confidence:

Our program will provide young women with opportunities to develop practical, social and emotional skills and participate in confidence-building activities that promote autonomy and resilience, which are essential for leading a stable and fulfilling life.

Increased engagement in community resources:

By integrating with other local services, we will support participants in accessing further resources for long-term recovery and independence.

Improved relationships and peer connections:

Through group sessions and peer support, young women will build safer and healthier relationships, reduce isolation, and connect with peers who share similar experiences.

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

With this funding, we will undertake the following activities:

Recruitment of a Young Women's Specialist Worker:

This role will focus specifically on high-need/high-risk cases, who need additional support to what is currently provided through our contracted Out of Court Resolution service. The worker will offering intensive, wraparound support to young women

referred and also facilitate a trauma informed psychoeducational group programme. Delivering one-to-one support:

After completing their Out of Court Resolution requirements, young women will be able to voluntarily access ongoing support tailored to their unique needs. This includes practical assistance, such as emergency access to food and safe accommodation, and supporting connections to specialist services for longer-term recovery, including drug and alcohol services, benefits advice, and support them in pursuing education and employment opportunities.

Develop a Young Women's "This is Me" Programme:

The "This is Me" program is a trauma-informed, psychoeducational programme designed by New Dawn New Day as an alternative to traditional anger management programmes. A specially adapted, accessible young women's programme will aim to help young women understand how trauma affects their emotional responses, physical wellbeing, and relationships, offering tools for healthy coping and emotional regulation. Through group sessions in a supportive environment, participants explore their experiences, build resilience, and learn constructive ways to manage triggers and stress. This program provides young women with insights and practical skills, empowering them to make positive choices and reduce the likelihood of future involvement in the criminal justice system. Involvement in a group will also foster community and resilience, connecting young women with peers who share similar experiences, breaking isolation, and encouraging positive change.

**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.**

New Dawn New Day's Chief Operating Officer (COO) will be appointed to oversee this project, ensuring alignment with best practices and trauma-informed standards. They will also be responsible for recruiting the worker, developing and implementing the project delivery plan, overseeing the budget and for producing internal and external reports. They will also oversee the evaluation of the project.

A senior Women's Services Practitioner will line-manage and work closely with the Young Women's Specialist worker, providing day-to-day support and casework supervision, ensuring high quality support and effective safeguarding practice.

Our current Out of Court Resolution worker will be responsible for taking referrals from the Police and identifying young women who are likely to benefit from the project, referring them to the Young Women's Specialist worker, who will be responsible for holding the caseload and providing support to the young women. They will also work with the Out of Court Resolution worker to develop and facilitate the new "This is Me" program.

The CEO will be responsible for linking the project into local strategic networks and for ensuring that all stakeholders are aware of the project and its impact. They will also work specifically with the Office of the Police and Crime Commissioner to ensure their support and ongoing interest and commitment to the project with a view to embedding the approach into the development of a more strategic approach to women and girls in contact with the criminal justice system in Leicestershire.

The CEO and COO facilitate fortnightly group reflective practice sessions to enable the staff to process the impact of their work with traumatised women, and to receive valuable peer support from the wider team. The Young Women's Specialist Worker will attend these sessions.

Financial management will be carried out by New Dawn New Day's Head of Finance and Resources and infrastructure support will be provided by the Business Manager, who oversees the day-to-day running of our premises, co-ordinates IT support and marketing activities, manages HR processes, and supports data collection and

information management.  
Our Board of Trustees will provide oversight of the project as part of their quarterly contract compliance, finance and risk meetings.

**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.**

New Dawn New Day (NDND) brings 37 years' experience of supporting disadvantaged and marginalised women, with the last 15 years delivering specialist support to women involved with or at risk of contact with the criminal justice system, positioning us well to deliver this new young women's project. Our expertise in gender-responsive and trauma-informed care is foundational to our approach. We have developed and delivered programs tailored to the unique needs of women and young women, recognising that past trauma, mental health challenges, societal violence against women and girls and socioeconomic disadvantages often drive behaviours that lead to criminal justice involvement.

Our commitment to trauma-informed care extends to all aspects of our service. We provide a safe, understanding environment for young women to explore their experiences, building resilience and learning healthier ways to manage emotional triggers. Our team is highly trained in trauma-informed practices, and we have successfully delivered training to other agencies and local partners to support trauma-responsive services across Leicestershire.

Our Out of Court Resolution service, recognised as a model of good practice, has a proven track record of diverting women from further criminal justice involvement. This, and our delivery of women's community rehabilitation services in partnership with probation using a holistic, wraparound approach, demonstrates our ability to effectively engage young women serving both Out of Court Resolutions and Community Sentences.

We have a proud history of work with young women and girls. We have run community-based youth work programmes, specialist education programmes for young women who were not in education, employment or training post 16, and delivered a highly regarded peer education project delivered by teenage parents to schools in Leicester/shire for 12 years. In the last 10 years we also delivered a young women's domestic and sexual violence project, funded by Comic Relief. Our current COO started as volunteer on our teenage pregnancy project and our Business Manager attended our education programme for 16- and 17-year-olds. Both describe their involvement in these projects as "life-changing".

This extensive experience, combined with our commitment to gender-responsive, trauma-informed care, makes NDND uniquely qualified to deliver a focused and impactful program for young women in Leicestershire.

**Please explain how the grant will be spent**

The grant will fund the following:

Young Women's Specialist Worker Salary:  
This role will require an experienced worker with a background in gender-responsive trauma-informed care, mental health, and diversion from the criminal justice system.

Staffing related costs:  
The worker will require access to IT equipment and licences, ongoing training and professional development in trauma informed practice and travel and subsistence costs.

Programme Development and Delivery:  
Funds will cover the development of a young women-focused "This is Me" program, including materials and session facilitation.

Monitoring and Evaluation:

We will allocate a portion of the budget to outcome tracking, using robust tools to measure progress in safety, wellbeing and risk reduction.  
Management, supervision and overheads:  
A proportion of the funding will contribute to the overall costs of running our women's centre and its services, as well as resourcing management of staff, supervision and reflective practice sessions.

**Who will be responsible for overseeing and delivering this work?**

New Dawn New Day's Chief Operating Officer (COO) will be appointed to oversee this project, ensuring alignment with best practices and trauma-informed standards. They will also be responsible for recruiting the worker, developing and implementing the project delivery plan, overseeing the budget and for producing internal and external reports. They will also oversee the evaluation of the project.

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

New Dawn New Day (NDND) is committed to building on this project's foundations to sustain specialist support for young women at risk, even after the grant concludes. By contributing to the emerging strategy for girls and young women in contact with the criminal justice system (or at risk) that is being led by our local Office of the Police and Crime Commissioner and HMPPS' regional Women's Lead, we anticipate that the lessons and outcomes from this initiative will significantly inform the development of a long-term approach for young women in Leicestershire. The need to actively work to divert girls and young women from the criminal justice system has been already identified as an important focus of this strategy, so developing an independent project which can act as a model of future provision here in Leicestershire is particularly timely. Our evidence-based, trauma-informed framework and established relationships with criminal justice partners give us a strong starting point for creating a sustainable model. This new initiative will serve as a proof of concept, demonstrating the effectiveness of

focused support for young women. Throughout the project, we will closely monitor and evaluate outcomes, documenting successful strategies and identifying areas for improvement. These insights will provide an invaluable evidence base for advocating long-term funding from local and national sources, further supporting the strategic vision of preventative and diversionary interventions for young women.

Our track record as a local leader in gender-responsive, trauma-informed practices also positions us well to collaborate with stakeholders in the new strategy. We are actively engaged in discussions to address unmet needs among young women and can serve as a critical partner to inform policy and practical approaches as this strategic framework takes shape. Through these collaborative efforts, NDND aims to establish a sustainable, specialised service for young women that extends well beyond the grant period with a view to not only sustainability but also growth.

We also have plans to develop our "This is Me" programme as a product, which may have some commercial value and potential to generate independent income in the future. This project will also support us to develop a specialist young women's version to enhance this opportunity.

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

Yes, New Dawn New Day exclusively serves women and girls, focusing on gender-responsive and trauma-informed approaches to support those affected by the criminal justice system. Our services are tailored to recognise and address the unique and intersecting needs and experiences of women.

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

New Dawn New Day (NDND) has a profound depth of expertise within the criminal justice system, established over 15 years of working exclusively with women at various stages of criminal justice involvement. This experience is anchored by our Just Women Project, a community rehabilitation service that serves women on probation, those released from prison, and those diverted from court proceedings through our Out of Court Resolution (OCR) service. Our work is recognised as a model of good practice for gender-responsive and trauma-informed interventions.

Collaboration with criminal justice partners, including Leicestershire Police, local probation services, and national justice-focused agencies such as the National Women's Justice Coalition and Clinks, has allowed us to shape and refine evidence-based approaches that divert women from further criminalisation. Through OCR, we have developed and implemented a range of effective alternatives to court proceedings, particularly designed for women. We provide early intervention at the point of arrest, which allows us to engage women before they enter the court system, preventing the accumulation of criminal records that often exacerbate existing disadvantages. Our commitment to trauma-informed, wraparound care ensures that each woman's pathway is holistic, addressing the root causes of offending behaviour, such as trauma, mental health issues, and substance misuse. This approach leads to improved wellbeing, increased safety and reduced reoffending rates.

NDND's OCR has recently been invited to be studied by the Centre for Justice Innovation as a promising practice for diverting women from the criminal justice system. Additionally, NDND is recognised for its training on trauma-informed practices and were recently commissioned by our local authority to deliver an extended training programme and to lead on the co-production of new service standards for trauma informed safe accommodation to refuge providers and other agencies working with vulnerable women. Our expertise enables us to support criminal justice partners in adopting trauma-informed approaches that recognise and address the unique needs of women, particularly those who have been impacted by domestic abuse, sexual violence, mental health challenges, and other intersecting forms of disadvantage. By

<p>delivering this training and guidance, we help create safer, more supportive environments that reduce re-traumatisation, improve understanding of trauma related survival behaviours, and foster trust, psychological safety and recovery. NDND's close partnerships and proactive collaboration across the criminal justice landscape demonstrate our commitment and capability to support women effectively at each stage of justice involvement. This holistic and evidence-based expertise makes us uniquely equipped in Leicestershire to deliver impactful services that significantly reduce the harm and risks associated with criminal justice contact.</p>	
<b>Will you be receiving funding from any other sources for this project?</b>	
No	
<b>Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.</b>	
Yes	
<b>Reason why not all staff have DBS checks.</b>	
<b>Total funding requested in this application (£10,000 to £80,000 with a maximum of £40,000 in one year)</b>	
£79550	
<b>Proposed grant start date</b>	<b>Proposed grant duration in months</b>
4/1/2025	24
<b>How much funding is required each year?</b>	
<b>Year 1</b>	<b>Year 2</b>
£39775	£39775
<b>What was your organisation's expenditure in the most recent financial year?</b>	<b>What was your organisation's annual income in the most recent financial year?</b>
£665728	£661980
<b>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</b>	
£400824	