

Organisation Name		Reference code
Nottingham Women's Centre		2024-10-YWG35
Organisation Address		
30 Chaucer Street Nottingham NG1 5LP		
Website Address		
https://www.nottinghamwomenscentre.com/		
How did you hear about the Triangle Trust?		
Funding database		
Please describe your organisation's purpose in one or two sentences.		
We are a women's community space dedicated to helping women to overcome barriers, have their voices heard and seek solutions that create a better future for themselves.		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1105837	
Community Interest Company	Registered Companies House Number	Date Registered
Yes	5113835	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No	No	
Grant Summary		
Support and services for young women (18-30) aimed at reducing criminogenic factors and reducing risk of entering criminal justice system.		
Please describe the specific needs of the young women and girls you work with that this project will address		
<p>This project will work with young women aged 18-30 who are at risk of contact with the criminal justice system (CJS). Young women in contact with, and at risk of entering the CJS have complex, overlapping needs, including experiences of violence, abuse and exploitation, poor mental health, addiction, exclusion from education, poverty and having no safe place to call home. Our person centred, trauma informed and gender responsive approach addresses these issues. We recognise that Black and ethnically minoritised young women, and care leavers, are over-represented in the CJS due to inequalities and a range of other factors. We will specifically outreach to these groups through our networks across Nottingham and through our marketing and communications. We know these factors need different responses and we work with clients to identify the solutions that work for them, including through our policy & influencing work, partnership working and service design.</p> <p>We know that domestic and sexual abuse is a strong driver for the criminalisation of women, and survivors of domestic abuse are over-represented within the prison population, often due to coercive and controlling behaviour by male perpetrators of abuse. We are also aware of the dramatic increase in technology-facilitated domestic abuse and the impact on survivors. Young women are particularly at risk of technology-facilitated abuse and image-based sexual abuse. We work in partnership with local</p>		

services including Juno Women's Aid and Notts Sexual Violence Support Services, who also work within our women-only space at Nottingham Women's Centre, to provide co-ordinated support.

The cost-of-living crisis is disproportionately impacting women and young women are experiencing more debt and less money for essentials. '46% of young women reported their financial situation has worsened over the last 12 months, compared to 31% of young men' (Young women's Trust 2023). The challenge in affording food and other essentials can trap young women in unsafe jobs or relationships which can drive offending. We provide support for budgeting, applying for individual grants and accessing debt advice, and where appropriate we can offer emergency food and toiletries.

We know that young women's voices and perspectives are often ignored and excluded from decision making. We take a person-centred approach with clients so that we can ensure that they are supported to make the changes in their lives that are most important to them. Our policy and influencing work means that we are able to amplify the voices of the young women we support to decision makers.

We offer a simple self-referral process for young women to access our services, as well as working with other agencies to offer referral pathways.

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?

We will work with 55 young women per year.

We aim to achieve an improvement across the needs identified in each woman's individual action plan measured against key areas. We expect at least 80% of the women we support will report an improvement in their situation across the key categories of:

- Accommodation and housing
- Employability, training and education
- Finance, benefits and debt
- Family and relationships
- Dependency and Recovery (drug and alcohol use)
- Health and Wellbeing
- Social inclusion and belonging
- Feeling of improved online safety
- Improved self-esteem
- Ability to make own decisions and choices.

Outcomes and impact will be measured using our bespoke distance travelled tool which is used at the beginning of casework support, at intervals during and at the end.

This measures how young women are doing against each of the categories so that improvement and comparisons can be made. We also gather feedback which is recorded on our database Charity Log. Case studies are collected so that we can understand how a woman feels about her journey and what impact looks like for her in real terms. We gather feedback from our courses and activities and work to ensure that service users are always able to give us suggestions and comments. We will record information about the financial benefits gained for women including benefit value, debts resolved and emergency vouchers.

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

Casework: We will provide one-to-one casework support face to face in our Centre in Nottingham or by phone or video call. We will support the young women to work through issues they face, working with them to develop an individual action plan based on our theory of change; each woman identifying her goals, steps she can take to reach them and strengths she can draw on.

Group work: We will offer a variety of group sessions, including peer-led activities, structured sessions to explore wellbeing, stress management, self-esteem and personal boundaries, and opportunities to join courses and activities run by sister organisations and other course providers within Nottingham Women's Centre. We will encourage women to join these group activities, and promote their value for improving wellbeing, positive lifestyle change, social inclusion and belonging

Material help: We will offer support to address immediate needs and crises around food and essential items. We work with partner organisations to provide food, toiletries, sanitary wear, and clothing for women in immediate need. We fundraise to buy vouchers for women for groceries and essential items such as air fryers, washing machines, furniture. We support women with making individual applications to grant funders to support needs such as for daily living (white goods, furniture), employability (course fees) and wellbeing (disability-related equipment). We have laptops available for women to use in the Centre if they don't have internet at home and a programme of digital inclusion workshops and sessions.

Young women can access other services at the centre including a range of groups including crafty club, yoga, confidence building, choir, legal advice clinic and more. We have just recruited an Activities & Outreach officer to co-ordinate and enhance our courses and activities programme based on the needs and interests of our service users and women across Nottingham, she will engage with the young women on this programme to find out their needs and interests. We have a women's library, quiet rooms where women sometimes nap, cooking, laundry and shower facilities.

Many women who have come to the Centre for casework support find it tough when their casework ends, being able to engage in other services at the Centre in a place where they feel comfortable and understood is very valuable. Women become volunteers, join our campaigning and activism, attend workshops about voice, voting and political participation and focus groups. We have a counselling service which is charged on sliding scale depending on affordability & we are working on securing funding to provide free therapy and specific therapeutic group work including a Black women's mental health group. Our therapeutic group Surviving to Thriving supports women who have experienced domestic abuse.

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.

Our Caseworkers have experience of working one-to-one in a trauma-informed way to support individuals with a diverse range of needs and facing multiple types of disadvantage. They use professional curiosity and safeguarding awareness to support our clients and to make suitable referrals to specialist services. They are required to keep accurate and detailed records of their work.

Our Casework Team Manager has operational responsibility for the day-to-day management of the casework team, project tracking and reporting. She provides a triage service for referrals and self-referrals. She has several years previous experience as a caseworker, working with women on probation and women at risk of engagement in the criminal justice system. She also has previous experience of welfare rights work and work with people with learning difficulties and disabilities.

Our Head of Client Services has overall responsibility for our casework and counselling services. She has more than 10 years' experience of working with women facing severe and multiple disadvantage. Trauma informed practice expert. Safeguarding lead. BACP registered qualified therapist experienced in working with DVSA.

Our Head of Quality and Compliance will ensure our data and monitoring is collected to a high standard. She has over 30 years' experience of working in the voluntary sector. Initially as a volunteer working in a community centre. Over the years has worked in

welfare rights, developing and facilitating women's groups, employability programmes, volunteer development programmes, supporting lone mothers and supporting ex-offender programmes.

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.

Our New Changes service (180 women a year since 2023) has a proven track record of women reporting an improvement in their situation in key criminogenic areas. "I felt safe, I connected with my caseworker, she was very empathetic and I felt understood for the first time" In the past 12 months we supported 100 young women aged 18-30 on our CJS casework, a third from Black & minoritised ethnic group. We aren't currently recording the number of women we support who have experience of living in care services, but will implement recording of this going forward.

Our staff are trained in the effects of trauma and Adverse Childhood Experiences (ACEs). Our range of services operating out of one hub means we have eyes on women across the centre, from reception through to casework and counselling and we are skilled at noticing changes in behaviour that might indicate future challenging behaviour. We take measures to reduce as much as possible women having to tell their story over and over to siloed services which can be retraumatising. We give women time and space for them to build trust in us. "You're a godsend and I really appreciate what you've done. I don't trust many people who say they will support me." Our staff training includes cultural competence, unconscious bias, neurodiversity, mental health, trans awareness and honour-based violence. We hold regular in-house Safeguarding in Action sessions.

One of our organisational values is around being trauma informed: 'We operate in a trauma informed way that is person centred and responsive, recognising that each woman has unique needs and a unique background'. We have been trans inclusive since 1998 and are open to all self-identifying women.

We take into account the many barriers women face in accessing services including lack of confidence and trust in services, and chaotic lives and practical considerations such as travel costs and childcare commitments "My caseworker has gone above and beyond for me. She has been patient and understanding of my difficulties and has been flexible with appointments when I have struggled"

As an organisation led by and for women, we work to ensure that our staff demographics reflect the make-up of the community that we support. We take a culturally responsive approach in our work with women. We have caseworkers who speak Mandarin, Cantonese and Punjabi and use a language service when needed. This allows us to reach a wider audience, better understand the diverse needs of women and refer and signpost women to more culturally specific services if needed. We employ a specialist navigator for women facing severe and multiple disadvantage and domestic and/or sexual violence and abuse, as part of the Changing Futures programme in Nottingham. This navigator provides support to the most vulnerable women accessing our services and contributes to our high-quality safeguarding and other risk assessments and referrals.

Please explain how the grant will be spent

For year 1

Staff:

Caseworker to deliver the one-to-one support to clients - 22 hours per week = £17,528.00

Contributions to other staff salaries involved in this work, supporting the caseworker:

Caseworker manager - 6 hours per week = £5,602.50

Senior manager - 1.5 hours per week = £1,754.25

CEO - 1.5 hours per week = £2,496.00
 Admin/reception/ finance officers - 2.5 hours per week = £1,866.38
 Direct funding costs are:
 Recruitment = £100
 Marketing & publicity to young women = £150
 Mobile phone = £300
 Group clinical supervision for caseworker = £240
 Staff training = £250
 Equipment (laptop) = £550
 Rent/ room hire for meeting client off site when needed = £900
 Travel = £100
 Access fund for women (travel costs, interpreters etc.) = £305
 Overheads:
 Contribution to core office running costs (based on 1.29 FTE) = £3,850
 Contribution to core salaries (based on 1.29 FTE) = £4,000
 We have a full budget for year 1 and year 2 available
 For year 2
 Staff:
 Caseworker to deliver the one-to-one support to clients - 22 hours per week =
 £18,053.84
 Contributions to other staff salaries involved in this work, supporting the caseworker:
 Caseworker manager - 6 hours per week = £5,770.58
 Senior manager - 1.5 hours per week = £1,806.88
 CEO - 1.5 hours per week = £2,570.88
 Admin/reception/ finance officers - 2.5 hours per week = £1,921.59
 Direct funding costs are:
 Marketing & publicity to young women = £150
 Mobile phone = £180
 Group clinical supervision for caseworker = £240
 Staff training = £250
 Rent/ room hire for meeting client off site when needed = £900
 Travel = £100
 Access fund for women (travel costs, interpreters etc.) = £200
 Overheads:
 Contribution to core office running costs (based on 1.29 FTE) = £3,850
 Contribution to core salaries (based on 1.29 FTE) = £4,000
 FTE= Full time equivalent. We operate a full cost recovery model.

Who will be responsible for overseeing and delivering this work?

Our Caseworkers have experience of working one-to-one in a trauma-informed way to support individuals with a diverse range of needs and facing multiple types of disadvantage. They use professional curiosity and safeguarding awareness to support our clients and to make suitable referrals to specialist services. They are required to keep accurate and detailed records of their work.
 Our Casework Team Manager has operational responsibility for the day-to-day management of the casework team, project tracking and reporting. She provides a triage service for referrals and self-referrals. She has several years previous experience as a caseworker, working with women on probation and women at risk of engagement in the criminal justice system. She also has previous experience of welfare rights work and work with people with learning difficulties and disabilities.
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<p>Our Head of Quality and Compliance will ensure our data and monitoring is collected to a high standard. She has over 30 years' experience of working in the voluntary sector. Initially as a volunteer working in a community centre. Over the years has worked in welfare rights, developing and facilitating women's groups, employability programmes, volunteer development programmes, supporting lone mothers and supporting ex-offender programmes.</p>
<p>How do you plan to continue this work once the grant ends?</p>
<p>Seek further grant funding and MoJ funding.</p>
<p>Are 80% of your beneficiaries women and girls? Please provide a breakdown of your beneficiary numbers for the last two years.</p>
<p>100% self-identifying women aged over 18</p>
<p>Does your organisation have existing knowledge and expertise working across the criminal justice system?</p>
<p>We have extensive experience in supporting to women in the criminal justice system since 2010 when we started supporting women through our CHANGES service alongside probation. We currently have a contract with the Ministry of Justice for the commissioned rehabilitative services work and they also fund our general New Changes programme. We have performed well on these contracts and received positive feedback from our contract managers about how much they appreciate how we go above and beyond our contract with them to support women, for example in our provision of food packages, and vouchers for essential items.</p> <p>Currently all our casework is with women in the CJS or at risk of entering it. We are involved in forums for women in the CJS - including the MoJ CRS Service management board (SMB) meetings and the MoJ Women's forum both organised by probation. We are in the Nottingham City severe & multiple disadvantage partnership which is a multi-agency public and voluntary sector forum with around 60 members signed up - held by Changing Futures and public Health to examine issues relating to severe multiple disadvantage (SMD), service provision, governance, risk, policy, funding, and inter agency working. Our CEO sits on the National Women's Justice Coalition working group on Strategic Influencing. Our caseworkers attend: MoJ Service Management Board, Women in Prison, National Women's Justice Coalition, Clinks and Women and girls in the criminal justice system. We are part of the Nottingham and Nottinghamshire whole system approach to supporting women and girls in the CJS steering group.</p> <p>We have done policy and influencing work around the CJS and criminogenic factors, including around Friday prison releases, experiences of policing and currently are working on the issue of women being criminalised for their children's school non-attendance, this work involves focus groups with service users with lived experience of the issues and liaising locally with schools and local authority. From a recent focus group attendees said that going along to the group made them feel really relieved meeting and discussing with someone with similar experience and would attend any peer support groups we may put on in future. This is an example of ways that our work helps women find voice and community.</p>
<p>Will you be receiving funding from any other sources for this project?</p>
<p>No. Although applying for additional casework hours for same cohort of young women from Charles Hayward and Weavers Company</p>
<p>Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.</p>
<p>No</p>
<p>Reason why not all staff have DBS checks.</p>
<p>For roles that have incidental or indirect contact with vulnerable adults, such as</p>

administrative roles or certain support functions, a DBS check is not always necessary. The key factor is whether the individual has unsupervised and regular contact with v	
Total funding requested in this application (£10,000 to £80,000 with a maximum of £40,000 in one year)	
£79985	
Proposed grant start date	Proposed grant duration in months
4/1/2025	24
How much funding is required each year?	
Year 1	Year 2
£39991	£39994
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?
£891644	£1257636
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£623385	