

Organisation Name		Reference code
SAY Women		2024-05-YWG31
Organisation Address		
30 Bell St, Glasgow, G1 1LG Glasgow G1 1LG		
Website Address		
www.say-women.co.uk		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	SC016526	1991
Community Interest Company	Registered Companies House Number	Date Registered
No	SC245431	
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
<b>Grant Summary</b>		
To allow SAY Women to employ a Criminal Justice System Support Worker to support homeless (or at risk) young women (16-25) survivors of Childhood Sexual Abuse who are involved or at risk of becoming involved in the CJS as a result of their experience and trauma.		
<b>Please describe the specific needs of the young women and girls you work with that this project will address</b>		
<p>SAY Women (SAYW) provides support to young women (16-25) in Glasgow and the surrounding areas who are homeless/or at risk as a result of childhood sexual abuse. We offer trauma-informed services to women suffering from 'complex trauma' ie. the experience of multiple and/or chronic and prolonged traumatic events. Key services include:</p> <ul style="list-style-type: none"> <li>• Resource Service: One-to-one emotional/practical support including support for Substance Use.</li> <li>• Accommodation Service: safe, semi-supported accommodation to vulnerable young women who have suffered sexual abuse.</li> <li>• Tenancy Sustainment service: 12-week course on sustaining tenancies: preventative module covering how to address behaviours likely to end in eviction.</li> <li>• Education of frontline Professionals in supporting young women at risk of homelessness due to Childhood Sexual Abuse.</li> <li>• Group Work services: empowering young women, building confidence and reconnecting with wider community. Includes group sessions, practical therapies, supported volunteering. Our Judith Herman model of recovery gives support in a safe trauma-informed environment and follows 3 stages: <ul style="list-style-type: none"> <li>• Safety and stabilisation</li> <li>• Remembrance and Mourning</li> <li>• Reconnection and Integration</li> </ul> </li> </ul> <p>Our 1:1 emotional support is about establishing safety, stabilising emotions and facing trauma by finding coping strategies, building resilience and strength, to support young</p>		

women to move through second (coming to terms) onto the third stage, reconnection with community & building relationships. Such is the increasing need that over the past 3 years SAYW has doubled in size, turnover, staff numbers and number of young women it supports yet we still have a managed waiting list.

Around 60% of our young women will be involved in CJS.

Firstly there is a group who will be involved due to making statements and participating in the prosecution of their abuser/s. We consider these young women to be at risk due to stress, anxiety, frustration at delays, possible disappointments at court decisions etc. These young women need support to quickly access and accept the current Advocacy services available from Rape Crisis Scotland. The Evaluation of the National Advocacy Project commissioned by The Scottish Centre for Crime & Justice Research found that victim-survivors identified a need for support to continue post-trial. These young women need support after trials often to prevent extreme reactions to the process and possible challenging behaviours that could arise as a result of their experiences.

Secondly there is a group of our young women who become involved in CJS due to challenging behaviours as a result of their trauma which leads to:

- Power and control issues
- Breaches of peace
- Fight (as opposed to flight) responses
- Anger & retaliation related charges
- Drug & alcohol related issues
- Carrying weapons as self-defence

These young women need support to avoid further involvement and possible prison sentences or fines (that they cannot afford). These young women need additional support to enable them to accept our core services and address their trauma & develop coping strategies.

Thirdly we have a smaller number of young women who will be at risk of homelessness as they leave criminal institutions. These young women need additional support at this vulnerable time, to avoid reoffending, including support with accommodation, practical support and emotional support to avoid the cycle of incarceration/release/re-offending/reincarceration.

All these young women need support through our Judith Herman model of recovery and need practical support with physical and financial safety and wellbeing, budgeting, power and control, reintegration with society and emotional support with improving self-confidence & self-esteem, anxiety reduction, isolation, flashbacks, relationships and resilience.

**What are the key outcomes that 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?**

By providing a service that offers understanding of the CJS system & processes, we hope to deliver tailored support to achieve more effective outcomes:

CJS SW will work on the following mental and physical health improvements in our young women by supporting them to:

- Understand and avoid involvement by coping with trigger points
- Focus on low arousal
- Build self-esteem & confidence and staying safe
- Address the concept of 'giving back' as a healing tool
- Building internal capacity and reliance
- Building and contributing to a peer group network of support, sustainable, long-term support with like-minded individuals who have first hand experience of the issues

In summary, key outcomes would be:

- Young women avoiding becoming involved in CJS
- Young women coping with challenges of being survivor of CSA

- Young women with improving mental and physical health
- Young women introduced to fellow supportive communities eg volunteering, interests, employment
- Young women changing their futures
- Young women avoiding return to chaos and uncertainty
- Young women prevented from returning into the CJS
- Young women prevented from becoming homeless, vulnerable and at risk of reoffending
- Saving public money and resources in avoiding suicides, self-harming incidents, reducing mental health issues of young women survivors, avoiding medical interventions, avoiding involvement in CJS, avoiding homelessness (estimated at £26,000 per person). A Taylor Nesbitt review of SAY Women's core services estimated savings to public purse of £865,000 and annual avoided costs of over £530,000.

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

On this project the young women we will be supporting are those engaged in/at risk of becoming engaged in the CJS. This will take the form of :

1) Supporting young women involved/at risk of becoming involved in CJS due to challenging behaviours & homelessness that results from CSA. Our core services support with trauma-related behaviours and CJS SW will concentrate on guiding young women through what will happen, avoiding further incidents, developing coping strategies to remain calm & avoid frustration, feelings of hopelessness & powerlessness which can escalate situations.

2) Supporting young women survivors of CSA who are already in prison or are ex-offenders, avoiding re-offending by helping them reintegrate into the community on their release.

3) Retaining accommodation availability at our units in Shettleston for those young women who are either involved or, in our view, at risk of involvement in CJS.

Our key activities on this project to support c20-25 young women per annum will include:

1) Supporting with court attendance, prosecution or defence. Both are frightening processes for our young women. NAP support is available for those involved in prosecution but not those at risk of prosecution.

2) Tenancy sustainment support. 1:1 support to avoid eviction (often leads to criminal behaviours). 12-week programme supporting with understanding & addressing challenging behaviours (non-payment of rent, noise, disarray, lack of care, challenging visitors at all hours, drug/alcohol abuse) that can lead to eviction.

3) Practical support for young women on release from prison. Accessing accommodation, integration into wider society (volunteering, new networks, Further Education, possible employment). Advocating for young women, accompanying to appointments, supporting with applications, providing vouchers for communications eg phones/wifi.

4) Working with women's organisations/institutions (including prisons) to identify young women survivors of CSA, applying for permission to engage with the women to support with trauma-related behaviours that could lead to homelessness on release. A preventative service that supports young women to prepare for release by understanding and addressing trauma, developing coping strategies to avoid challenging behaviours. Delivering hope.

5) Offering counselling through our partnership with Glasgow Council Alcohol, for those who have developed a dependency on alcohol, self-medicating as a result of CSA.

6) Setting up peer support groups for young women survivors within the CJS. Organising, facilitating and helping young women to help themselves. Providing physical space, mentoring and training.

7) Strengthening existing networks and contacts within existing organisations involved in CJS and extending those networks for the benefit of our staff and young women.

**Does your proposed project already exist or is this a new piece of work?**

This is a new project. This funding would enable us to employ a dedicated CJS Support Worker for 24hrs a week, allowing us to offer a dedicated service to young women survivors of CSA who are in or at risk of entering the CJS. Our services are all gender-specific and trauma-informed but not necessarily CJS-related. We currently do our best to offer a related service and to support our service-users, making and receiving referrals from CJS-related organisations through the system but resources and expertise is limited. At the moment we have to prioritise which young women would receive support and we do not have the resource to allow a staff member to concentrate on understanding the Criminal Justice System, developing networks and connections and developing the specialist expertise to provide a high quality support. With this funding we would recruit a specialist Support Worker with knowledge and experience of operating within the CJS to allow us to support more young women survivors in a more focused way, providing holistic support and developing a dedicated service. We would also anticipate that the CJS Support Worker would have extensive experience of trauma-informed, person-centred support and working with survivors of Sexual Abuse.

CJS SW would:

- Accompany young women to court, to meetings with police, support with communications, referrals, reducing stress, anxiety, cope with flashbacks, feelings of guilt and shame and building self-confidence and self-esteem.
- Support young women survivors who have become involved in criminal activities as a result of their CSA trauma
- Advocate for young women within the legal system both as defendants and prosecution.
- Act as our in-house specialist. She would mentor, train and share knowledge and experience with our core team of Support Workers, strengthening the overall capacity of the team in matters relating to CJS.
- Be responsible for liaising and building networks with other organisations involved in delivering services within the CJS eg Tomorrow's Women
- Become the main point of contact for these organisations, developing a robust mutual referral process. She would be brought in by our team at an earlier stage- a stage when a SW feels a young woman is at risk of becoming involved in criminal behaviour and believes that early intervention could prevent a young woman making poor decisions.

**What expertise and track record do you have to be able to deliver this work successfully?**

SAY Women (SAYW) is a single gender service established in 1991 in response to the CHAR report that found that 4 in 10 homeless young women (under 26) became so primarily due to childhood sexual abuse (CSA).

Annually, on average, we receive 10 new enquiries monthly, provide c1000 hours of direct emotional support, almost 400 hours of direct practical support, deliver 100+ Group Sessions and support c15 young women on volunteering projects.

Last full year we supported over 110 young women, delivering:

- Semi-supported accommodation services (11 women). 3 moved onto own accommodation, none returned to homelessness (100% success). This year we are customising accommodation to allow for 2 more single flats
- Crisis/Resource services; 1:1 emotional/crisis support (62 yw), 38 received crisis support (200%+ increase); we provided 776 hours of emotional/practical support.

Sunscale self-evaluation results indicated improvements in Coping Strategies (90%), Health&Wellbeing (90%), Confidence (70%), Relationships (80%), Self-esteem (70%)

- Substance Abuse Support Service: 11 young women supported
- 102 group sessions (256 engagements), including practical skills, art-therapy, drop-in sessions, brunch-clubs and relationship/peer group sessions. Outcomes from Group Work are: Improved Confidence/Well-being/View of Self/Reduced Isolation/Social Stigma. All aimed at empowering young women, building confidence, resilience and reconnecting with the community
- 60 training courses and 4 workshops to 547 participants from a mix of public, voluntary and private sector. Awareness raising of the links between homelessness and CSA and how best to support.
- Community Connector Service supporting 21 young women to take up volunteering opportunities (an integral part of the 3rd stage of our Recovery Model)
- Preventative Tenancy Sustainment project supported 7 young women to avoid homelessness.

Evidence to demonstrate effectiveness of our service includes: women moving on from our accommodation (last year 3 and none returned to homelessness): women receiving Tenancy Sustainment Support (last year 7 and none returned to homelessness):

Overall Sunscale Evaluation Improvements of average 39% for young women on key life skills and emotional improvements, including:

- 90% improvement in coping strategies
- 90% improvement in prioritising self
- 90% improvement in health & wellbeing
- 70% improvement in confidence & self-esteem
- 80% improvement in relationships

Key skills/improvements to enhance young women's capacity to cope with involvement in CJS and ability to avoid becoming involved in CJS through eg criminal activities, anti-social behaviour.

An independent evaluation of SAY Women's Services by Taylor Nesbitt (2019) estimated cashable savings to public purse of £865,000pa and annual avoided costs at over £537,000 due eg to reducing incidences of homelessness, self-harm, mental health issues and suicide.

Case Studies/Sunscale evaluation available on request

### **Explain how the grant will be spent**

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

We have robust and experienced management structures in place to support new projects and new members of staff and to ensure that staff and service-users have a say in our activities and services.

SAY Women's board consists of 8 women, including Chair, Vice-Chair and Treasurer.

We have two sub-groups - audit, risk and finance made up of 3 board members including the treasurer and an HR subgroup of 3 Board Members looking at structure and policies of the Charity. We have a rotational presence on the Board from our Service-User Advisory Group. Sub Committees meet monthly, the whole board meets every two months. The skill set of our board is: - HR Recruitment, Sexual abuse, Governance, Risk Management, Change Management, Finance, Housing Association, Homelessness, Funder, Voluntary Sector, Housing and Legal.

Our operational Management Team consists of the Chief Executive, Pam Hunter, and 3 Managers. An estimated 70% of the staff team have lived experience and key qualifications of the team include SVQ levels 9,7, 5 &4 in social sciences and management, MBA, Psychology, counselling, law, leadership and coaching. All staff input into Board papers via the Chief Executive.

This position would be based at our Bell St office in Glasgow but would focus on meeting young women where they feel comfortable so it would be a peripatetic post

and we would work with partners to offer the most appropriate meeting places and to avoid young women having to find their way about various organisations. Our current Resource Team Manager would be responsible of management, monitoring and supervision of this position, which will be part of our Resource Team. (We have a Tenancy Sustainment, Group Work, Training and Admin Team). As this will be a new position, there will be a robust interview process led by the Resource Team Manager and involving the Chief Executive and possibly service-users. We would expect to recruit someone with existing expertise and experience of working within the CJS in a supportive role as well as being experienced in delivering trauma-informed support. We offer 6 weekly internal supervision meetings and also offer bi-monthly external supervision for all frontline staff. The Team Manager would set targets, develop the job description, deliver supervision, organise and deliver robust induction. The Manager would also be responsible (with the CJS SW) for reporting, recording and monitoring outcomes, reviewing project progress and making recommendations for improvements.

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

The specialist CJS Support Worker would be responsible for disseminating her knowledge and experience to our core team to allow them to deliver facets of this service once this fund has stopped. Our teams will benefit from this knowledge and be able to deliver an enhanced service going forward, although it will always be restricted by capacity and experience. The role would be responsible for developing networks and partnerships to work on this service which SAY would ensure will continue for the sustainability of the project. Part of the CJS SW role will also be to encourage and facilitate young women participating in a peer support group. As young women cope with and go through the CJS and are able to improve their understanding of CJS and their ability to navigate the system and cope with the stress, potential disappointment, fears and anxieties they will become part of a group of young women survivors sharing experience and strength. This will create a powerful and sustainable source of support, both for those giving and receiving support. It supports with reconnection, building self-confidence and self-esteem and developing resilience for those more experienced young women and giving new young women access to a mentor with lived-experience, proving they are not alone. If the project is successful and we can demonstrate the benefits and outcomes then we would also continue to apply for funds to continue to deliver the project from private and public sources. We would apply for restricted and unrestricted funding.

**Does your organisation only work with women and girls?**

SAY Women is a single sex organisation working solely with women and girl survivors of Childhood Sexual Abuse who are homeless or at risk of homelessness as a result. A feminist analysis of gender-based violence and abuse underpins all we do at SAY Women and we actively strive to ensure and increase women's rights and women's equality socially, economically and politically - for our young women and as an employer. The values that run through every aspect of our attitude, approach and service provision, empowering young women, staff and those around them with  
 Courage: Feeling the fear yet choosing to act, speak out and stand up for what is right,  
 Compassion: Taking an understanding, kind, transparent, victim-focused approach to all we do  
 Connection: Making the links, developing relationships with the self, the community and the world around us.  
 The articles of the charity state that the activities of the company are:

<p>a) To provide a flexible range of services to young women who have been sexually abused and are/or are at risk of homelessness</p> <p>b) To provide safe, secure and supportive medium term stay accommodation for young women (as above)</p> <p>c) To provide information, counselling and support that is required to recovery, accept and enhance such young women's life circumstances</p> <p>d) To act in an advocacy capacity representing the interests of such young women and to liaise with all appropriate statutory and voluntary organisations to achieve this objective</p> <p>e) To investigate the needs of such young women and develop service either by ourselves or in partnership with others</p> <p>f) To campaign to make the real extent of men's violence against women and girls and sexual abuse widely recognised and for suitable services to be provided</p> <p>g) To encourage statutory authorities and other agencies to recognise their objectives, legal and otherwise, towards men's violence against women and girls and sexually abused young women and to act accordingly toward the prevention of abuse and relief of suffering</p>	
<b>Does your organisation have existing knowledge and expertise working across the criminal justice system?</b>	
<p>All members of our frontline staff teams will have had some experience with young women involved in the CJS so we have a good working knowledge of the system and currently provide ad hoc advice in the form of practical and emotional support for young women survivors.</p> <p>Our induction training and ongoing staff training covers all the basics of the CJS processes in Scotland and we have many connections in relevant organisations. We work collaboratively with many organisations operating within the CJS and have two-way referrals for many of these. We work closely with and make referrals to and from eg. Statutory and Third Sector organisations involved in the CJS, homelessness and Childhood Sexual Abuse. We work with Glasgow and surrounding Local Authorities, including Social Services, Housing &amp; Homelessness Teams as well as Glasgow and Clyde Rape Crisis, Rape Crisis Scotland, Police Scotland, Simon Community Scotland, SHELTER, NHS and local Health Centres and a number of housing providers and Housing Associations.</p> <p>We have a growing partnership with Glasgow Council Alcohol, which has enabled us to dedicate a resource to young women survivors with substance use problems which will also be part of this project to enhance the service available through this fund. It will be the responsibility of the CJS SW to further strengthen existing networks and develop new connections for the benefit of young women.</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>	
£77413	
<b>Proposed grant start date</b>	<b>Proposed grant duration in months</b>
11/1/2024	24
<b>How much funding is required each year?</b>	

<b>Year 1</b>	<b>Year 2</b>
£38592	£38821
<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>
£791542	£811862
<b>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</b>	
£117936	