

| | | |
|--|---------------------------------------|-----------------|
| Organisation Name | | Reference code |
| Women Acting In Todays Society (WAITS) | | 2022-11-YO73 |
| Organisation Address | | |
| 7TH Floor Edgbaston House, 3 Duchess Place, Edgbaston Birmingham West Midlands B16 8NH United Kingdom | | |
| Website Address | | |
| www.waitsaction.org | | |
| Type of organisation? (tick all that apply and complete relevant details) | | |
| Charity | Registered Charity Number | Date Registered |
| Yes | 1135026 | 1993 |
| Community Interest Company | Registered Companies House Number | Date Registered |
| No | | |
| Social Enterprise | Social Enterprise Mark Awarded Yes/No | Date Awarded |
| No | | |
| Grant Summary | | |
| To offer young women offenders affected by domestic abuse sustainable employability pathways that supports access to employment and training opportunities creating positive distractions to reducing risks of re-offending or re-entering harmful relationships in the future. | | |
| Please describe the needs that this project will address | | |
| Research from 2022 Agenda and the Alliance for Youth Justice - The Young Women's Justice Project Report and Ministry of Justice 2018 Female Offender Strategy well documents young women offenders: | | |
| <ul style="list-style-type: none"> - Make up only 5% of young people in custody, but have higher reconviction rates (71%) than male counterparts (63%). - Offending is a response to lived experiences of violence (90%), rape or domestic abuse (63%), trauma (self-harming 10 times greater than young men), exploitation (15% prostitution/sex work). - High level experiences of homelessness, poor mental health, education exclusion, economic inequality, systemic racism, stigma, and stereotyping. - From Black and ethnic minority communities and care leavers are disproportionately over-represented in criminal justice system. 17% of total offences leading to custodial sentence for black young women relate to assaults against emergency workers e.g. police officers. | | |
| Providing direct resettlement support pathways to young women offenders affected by domestic abuse identified reasons for returning to perpetrator; re-offending; or repeat imprisonment. | | |

- 90% stated homelessness and unstable safe accommodation were determinants for re-offending and returning to custody or an abusive partner for shelter.
- 56% stated lack of resettlement support and advice information increases risk of reoffending. Not having in place, a support worker or resettlement plan, or access to support services reduced level of successful resettlement expectations
- 86% stated lack of education and employment prospects helps encourage reoffending. Many have no employment history, some exited education early without literacy and numeracy skills, and others first language is not English. Without vocational support they struggle to access or sustain a job, feel stigmatised by employers for being an ex-offender, and therefore do not apply for jobs for fear of not passing a DBS check.
- 74% stated lack of legitimate finance, poverty and economic needs are drivers for re-offending. Many clients are financially dependent upon their perpetrator, have no source of income or employable skills, and therefore live off the grid. Without advocacy, life skills and vocational training support they struggle to access recourse to public funds, local services, or paid employment.
- 65% stated loneliness and isolation stimulates re-connections to unhealthy harmful relationships and re-offending which often results in exploitation (county lines drug distributors and cuckooing-home drug invasions), violence (domestic abuse, peer on peer abuse, sexual violence and multiple gang perpetrator rapes), and abuse (re-introductions to substance misuse).
- 95% stated without counselling to reverse contaminated thinking shame, negative beliefs and low self-worth keeps them trapped in abusive criminalised lifestyles.

What are the key outcomes that you will be seeking to achieve for young offenders?

By project end young women offenders will

1. Gain wider access to vocational training and work experience opportunities which helps build confidence and self-esteem and empowers them to have raised aspirations about their chosen future work/ career destination paths to help transform and rebuild their lives.
2. Have greater expectations and opportunities to move from benefits to paid employment which improves personal independence, financial stability, freedom rights, social and economic mobility, and emotional wellbeing to making positive future lifestyle choices which acts as deterrents to re-offending or returning to harmful abusive relationships.
3. Increase interpersonal, functional, and employability skills which empowers and gives them confidence accessing new employment and training opportunities.
4. Gain invaluable work experience that creates opportunities to earn legitimate income enabling them to be in control of own finances, and which increases life chances of living and working independently within crime and domestic abuse free safe environments.
5. Gain self-confidence and pride in transforming lives and walking away from their past life.

6. Have confidence speaking to new people and developing healthy friendships within a working environment which detracts away from returning to harmful social network groups leading to re-engagement in negative lifestyle activities.

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

Goals to Employment will deliver 8 employment programmes. Each will run for 10 weeks supporting 10 beneficiaries per programme.

Programme Modules:

Mentoring and Coaching - programme recipients assigned a job coach who will discuss with them employment/career aspiration; identifying personal strengths and weakness; exploring barriers to pursuing goals; goal setting and confidence building to cope with change.

Interactive Workshop Training Activities - programme recipients will engage in role play, action and desk-top learning to become better communicators, listener and presenters of information. They will develop basic, IT and social media skills and learn to use them to prepare for the world of work, understanding personal and employers expectations and gaining access to employment opportunities- C.V writing, job search, interview techniques and presenting self to others.

Work Placement Experience - job coach will match the skills of programme recipient with agreed engaged external employment organisation. Job coach oversees introductory recipient and employer meeting and ensures employee role, assigned tasks and key targets are agreed and implemented into a personalised employment training plan. Recipient gains on the job work experience, and receives regular line management supervision. Job coach conducts regular visits to check with both young person and employer on progress development of work placement.

Who will be responsible for overseeing and delivering this work?

A Goals to Employability Coach will have relevant experience in mentoring, coaching and facilitation of work placement in employment settings. Postholder will either be suitably qualified in Teaching, Coaching, or IAG (Information, Advice and Guidance). The role will be the first point of contact for young women offenders who use Goals to Employment support services. The work will involve person centred approach i.e. assessment, goal setting, 1-2-1 support, working with and liaising with employers, co-ordination and facilitation of training workshop sessions and work experience placements.

The post will be line managed and supervised by WAITS' Operational Manager who will set performance targets, and monitor project outcomes/outputs and wellbeing of post holder. The role will compile monitoring return progress reports for funder and board of trustees.

How will your organisation continue to sustain this project after the grant ends?

We will continue to submit 3-year grant applications to external funders like Henry Smith Charity (£180K), Tudor Trust (£90k) and William Cadbury Trust (£20k). If all projected funds are not secure the project will continue to operate, but at a reduced level of service. We may have to consider reducing allocated project hours and ask staff from other services to support project delivery at no extra salary costs. With reduce salaried project team, WAITS will rely heavily upon the goodwill and invaluable support given to us by our trained volunteers to support the delivery of under-funded elements of our Goals to Employment project.

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

Between 2019 to 2022 we supported 258 women on probation. 40% were from BAME communities.

Outcomes Achieved by Women Offenders

- 51% have greater employability skills gained through work experience placements.
- 47% improved qualifications, functional and employability skills to successfully implement employment plans which helped move them closer to future employment markets.
- 47% improved communication, interpersonal and social skills to liaise effectively with work colleague/professionals and developed healthy peer friendships and family relationships
- 37% have confidently accessed and successfully completed a work placement.
- 20% gained paid employment in banking customer service, solicitors' administrator, schools catering, food and confectionary production lines, care work, and as schools and local council administrators.
- 14% achieved qualifications at entry, NVQ, and degree levels.
- 99% have not re-offended.
- 99% live crime and domestic abuse free.
- 97% control own finances.
- 86% report feeling safe and confident to making positive choices to change current situation.

Partners

- 2 Much Passion CIC deliver accredited cooking training programme and work placements in commercial restaurants and a biscuit factory.
- SheBeats CIC offer work placements and apprenticeships to train as personal physical instructor.
- Bournville Village Trust and Business in the community offer care work placements, the latter also offers administration work placements with external organisations.

Explain how the grant will be spent

Funds cover an employment coaches' salary and supervision/project management costs over 24 months.

Year 1

Salary Costs 35 hours FTE @£20,775 P.A plus on cost 17.8% @ £3,698 = £24,473

Enhance DBS Checks = £70

Staff Travel = 0.45per mile x 60miles per week x52 weeks = £1,404

Staff Training = £250

Recruitment Cost = £200

Line/Project Management Costs

0.10 FTE £35,974 P.A of Operational Manager's Post = £3,597

Total Project Costs: £29,994

Year 2

| | |
|---|--|
| Salary Costs 35 hours FTE @£20,775 P.A+ 1% inflation= 20,983 plus on cost 17.8% @ £3,735 = £24,718 Staff Travel = 0.45per mile x 60miles per week x52 weeks = £1,404 Staff Training = £250 | |
| Line/Project Management Costs 0.10 FTE £35,974 P.A of Operational Manager's Post = £3,597 | |
| Total Project Costs: £29,969 | |
| Will you be receiving funding from any other sources for this project? | |
| No | |
| Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why. | |
| Yes | |
| Reason why not all staff have DBS checks. | |
| Not Applicable | |
| Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year) | |
| £59,963 | |
| Proposed grant start date | Proposed grant duration in months |
| 01/05/2023 | 5 |
| How much funding is required each year? | |
| Year 1 | Year 2 |
| £29,994 | £29,969 |
| 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? |
| £329,835 | £425,920 |
| What value of unrestricted reserves did your organisation have at the end of the most recent financial year? | |
| £73,223 | |