

HOLLOWAY PARK



HOLLOWAY PARK WOMEN'S BUILDING

Feasibility Study Report

Executive Summary

November 2023



Executive Summary

Overview

History

Following the closure of the Holloway Women's Prison in 2016, Islington Council adopted the Holloway Prison Site Supplementary Planning Document (SPD, 2018) to guide the redevelopment of the Holloway Prison Site. The SPD referred to a requirement to provide "a women's building that incorporates safe space to support women in the criminal justice system and services for women as part of a wider building/centre that could also include some affordable workspace to support local organisations and employment opportunities."

In March 2019, Peabody acquired the site from the Ministry of Justice with the ambition to deliver a high-quality and inclusive new neighbourhood (Holloway Park) including affordable housing, green spaces, local retail and Building. The Council's Planning Service prepared a development brief (June 2020) following significant consultation, to help guide Peabody as the developer to fulfil the physical and architectural requirements for the Women's Building and provide a fitting legacy for the site.

Following a multi-stakeholder design and engagement process, planning permission for the Women's Building was granted to Peabody 5th Aug 2023.

Purpose

Islington Council and Peabody continue to be jointly committed to delivering a landmark Women's Building in Holloway, with an expected operational date in early 2027. The intention is that the Building will be a welcoming place for women affected by the criminal justice system or at risk of entering it, accommodating a range of support and rehabilitation services, as well as a wider offer for all women in the Borough and beyond.

As one of the requirements outlined within the Section 106 agreement between Peabody and LB Islington, Peabody commissioned a feasibility study for report in April 2023 to set out a viable plan or determine the feasibility of the use of the Women's Building based on national, local, and regional evidence, good practice, and the voices of women. This plan will ensure that the Women's Building meets its objectives as set out in the S106 agreement, addressing the changing needs of women and creating a positive legacy for Holloway Park.

The intention is that the feasibility study will inform a commissioning plan which will set out the expectations on service delivery and key performance indicators against which an operator for the building can be identified and appointed.

Approach

The approach to the Feasibility Study combined a mix of analysis and engagement to inform recommendations.

Over a four-month period, this translated to:

- Review of planning requirements, design proposals, previous consultation and engagement activities.
- Analysis of data relating to women's experience with the criminal justice system in Islington, London and the UK.
- A mapping of existing service provision within the borough and across London.
- Design workshops with the design team
- Monthly meetings with, and reporting to, the Project Joint Steering Group
- Engagement with key stakeholders
- Engagement with service providers in the borough and further afield.
- Workshops with women with lived experience
- Visits to and interviews with existing women's centres and other relevant case studies
- A review of potential funding sources and opportunities for the centre.

Engagement

Peabody and the London Borough of Islington lead a Joint Steering Group which acts as a key decision-making body for the Women's Building proposals and has been responsible for overseeing the development of this feasibility report, including ensuring appropriate levels and reach of engagement.

A variety of approaches and mediums were used to engage with the range of stakeholders identified.

The approach was tailored to the audience and nature of the conversation and included a mixture of one-to-one interviews with service providers and community representatives, workshops with community groups and women with lived experience, site visits to case studies, and attendance to existing forums.

Additionally, two separate surveys were sent out to service providers and community groups and representatives to invite as wide a response as possible within the timeframes available.

In total over 70 organisations were successfully contacted and several workshops held with community representatives, women with lived experience and campaign groups.

Executive Summary

Findings

Engagement Findings

Through the interviews, workshops and surveys undertaken, the key messages and requests for the building can be summarised as follows:

- Plan for multi-agency spaces & spaces to encourage collaboration
- Consider a multiple operator model
- Needs close working with potential operators to determine space needs over coming months
- Flexible spaces should be provided allowing a variety of rental/use types
- Private counselling spaces & group meeting rooms likely to be of interest
- Clear need for wrap-around advice services such as housing, finance, employment, immigration, sexual health & family planning
- Services for vulnerable women will need to be a key feature of the building
- Café space needs a clear business plan and likely to need a subsidy
- The creche facility is popular but concerns were raised over its viability – needs clear business model

- Use of building to be limited to women and children during core hours – consider managed access arrangements. Potential flexibility outside of core hours.
- Women-led governance model. Preferably, women only spaces, especially during the core hours.
- Affordable pricing structure will be key to accommodate voluntary and community nature of much of the service delivery
- Funding for early years of building will be crucial

On the topic of the involvement of MOPAC in the building, service providers indicated interest/support for probation support services and MOPAC involvement, which was countered by opposition from some campaign groups. Women with lived experience were divided on opinion with some welcoming the potential for a different approach to probation meetings, in a child-friendly environment. Some expressed concern that their presence could threaten the feeling of safety for some.

Service Demand

Based on the engagement exercises undertaken and the feedback received, it is clear that there is considerable demand within the borough and the wider area for ongoing support services for women in touch with, or at risk of being in touch with the criminal justice system.

The opportunity for the Women's Building to provide a central hub for a broad range of support services for women facing difficulties in their lives is clear.

Services identified as already being provided but in high demand and so a priority provision for the building were:

- Mental Health Services
- Refugee & Asylum Seeker Support
- Immigration advice & support
- Women's health services
- Pre/Post-natal support
- Counselling
- Domestic Violence services
- Criminal Justice Services
- VAWG

Services currently difficult for women to access were identified as follows:

- Employment Support
- Adult Learning and Skills
- Legal Advice
- Housing Advice
- Financial Advice
- General Advice & Signposting
- Women's Wellbeing
- Sexual Health Services

The strong level of interest from service providers to occupy space at the Women's Building on a permanent, regular, or ad hoc basis suggests the feasibility of creating a multi-agency, multi-service space enabling women to access a range of support and advice services in one place.

Based on the above, a review of the proposed layout and arrangements for the building was undertaken which concluded that the current plans work well to accommodate the type, variety and scale of uses identified with a good mixture of private and more communal spaces and a good degree of flexibility over their use.

Executive Summary

Recommendations

Facilities

Based on the demand identified, it is recommended that the following facilities be provided in the Building:

- Multi-agency spaces
- Office Spaces
- Group Meeting Spaces
- Flexible spaces
- Private Interview Space
- Provision for babies & young children
- Low cost, safe meeting spaces
- Hot desking/touch down spaces for charitable organisations
- Planting & garden access

Further Considerations

In addition to the key services identified and the critical facility requirements that correlate, wider considerations that need to be taken into account within the lay-out and operation of the building included:

- Safety & Security
- Reception & Way-finding
- Building gateways
- Women-only access

Building Layout & Fit-Out

Recommendations for the building layout:

- Promote optimum flexibility, many providers accommodated at once.
- Promote integration, co-location and shared use as much as possible.
- Back of house/office space will be required for permanent tenants.
- Storage space will be required across most types of users..
- Safety, security and privacy will be a critical consideration, particularly more targeted advice and support services, and some healthcare services.
- Sound-proofing of interview rooms will be essential to maintain privacy.
- Access into the building and through the building should remain a key focus
- Sanitary provision for both women and young children should be plentiful.
- Child-friendly spaces throughout
- Technological provision to support office use and education programmes.
- Shared reception space for all service providers needs careful consideration
- Event space and multi-purpose rooms will enable joy and celebration.

Governance & Operations

- **Governance:** ensuring a women-only governance structure. This includes consideration of the relationship between the eventual operator(s), Peabody, LB Islington and the existing Steering Group..
- **Operation:** women-led organisation operating the space and women-only staff. Further work is required to identify the most suitable arrangements. This may not be a single operator but a consortium/partnership of two or more. Further market engagement is needed with the providers who have expressed an interest in being part of the building to confirm their interest, requirements and capacity to be involved.
- **Employment & skills opportunities:** identifying new skills and employment opportunities for local women, in job roles required for the building.
- **Excellence:** the building has the potential to be a centre of excellence and innovation in women's services, driving collaboration and integration between the eco-system of statutory and voluntary services to women, as well as working to inform policy regarding supporting women.

Next Steps

1. Grounding the Project

Options Appraisal

- Agreeing the lease terms & KPIs
- Establish governance structure Engagement with women & service providers
- Develop options appraisal for potential operating model

2. Commissioning Plan

Establishing the commissioning approach

- Targeted market engagement with interested providers/operators
- Capacity building & support
- Engagement with women & service providers

3. Mobilisation

Establishing the Operating Model

- Appointment of operator(s)
- Negotiation on lease
- Agreement on lease
- Fundraising

4. Handover/ Operation

- Handover of the building to the operator(s)
- Service delivery begins

HOLLOWAY PARK



HOLLOWAY PARK WOMEN'S BUILDING

Feasibility Study Report

November 2023



INTRODUCTION

Introduction

The story so far

Holloway Women's Prison was a closed category prison for women. It opened in 1852 as a mixed-sex prison but became female-only in 1903. Following its closure in 2016, Islington Council adopted the Holloway Prison Site Supplementary Planning Document (SPD, 2018) to guide the redevelopment of the Holloway Prison Site. The SPD referred to a requirement to provide "a women's building that incorporates safe space to support women in the criminal justice system and services for women as part of a wider building/centre that could also include some affordable workspace to support local organisations and employment opportunities."

The SPD acknowledged the loss of social infrastructure through the closure of the prison; it had played a pivotal role in offering rehabilitation and support services to vulnerable women in the borough and across North London.

In March 2019, Peabody acquired the site from the Ministry of Justice with the ambition to deliver a high-quality and inclusive new neighbourhood (Holloway Park) including affordable housing, green spaces, local retail and a

Building. The Council's Planning Service prepared a development brief (June 2020) following significant consultation, to help guide Peabody as the developer to fulfil the physical and architectural requirements for the Women's Building and provide a fitting legacy for the site.

Following a multi-stakeholder design and engagement process, planning permission for the Women's Building was granted to Peabody 5th Aug 2023. The S106 Agreement outlined a number of key planning obligations attached to the planning approval for the Women's Building.

Islington Council and Peabody continue to be jointly committed to delivering a landmark Women's Building in Holloway, with an expected operational date in early 2027. The intention is that the Women's Building will be a welcoming place for women affected by the criminal justice system or at risk of entering it, and the facility will accommodate a range of support and rehabilitation services, as well as a wider offer for all women in the Borough and beyond.



Holloway Prison



Introduction

The current status of the Building

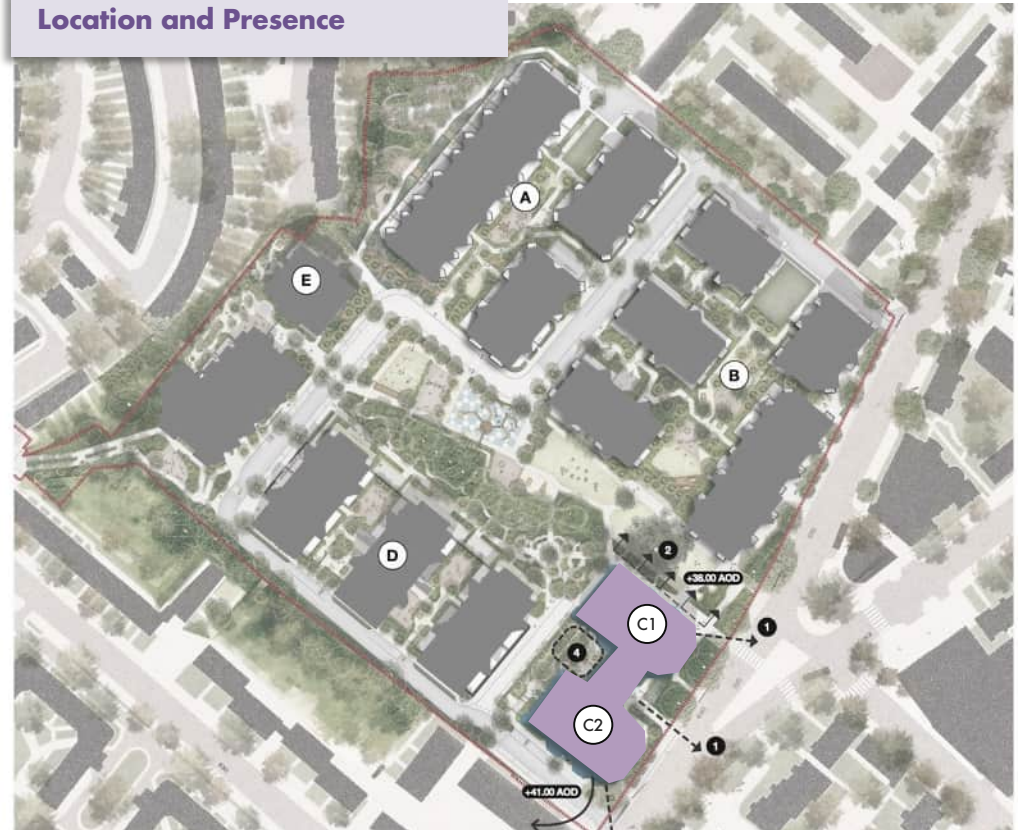
The design of the Women's Building was developed following extensive research and engagement with a broad range of women's organisations including: women with lived experience of the criminal justice system; local grass-roots women's organisations; the operators of women's buildings; and groups with expertise in relation to women and the criminal justice system.

The Women's building has an area of **1,489 sqm GIA**, and while the size and location have been determined, the final uses, operation, and internal fit-out are yet to be decided.

Key design principles for the Women's Building

1. Outstanding Design and Architecture and a Flagship Building
2. Location and Presence – public and private entrances
3. Safe and Private
4. Future Proof and Flexible
5. Well-lit and Avoidance of Overlooking
6. High Quality Outdoor Space
7. Honouring the Social History of the Site
8. Accessible and Navigable
9. Sustainable – targeting award-winning sustainability credentials
10. Affordable to Run and Maintain

Location and Presence



C1

Presence onto Camden/Parkhurst and Hillmarton Road

4

Opportunity for an enclosed and dedicated garden to the rear

C2

Located at the 'gateway' into the site next to new public space and historic London plane tree



Women's Building footprint

Purpose of this feasibility report

Inner Circle Consulting was appointed by Peabody to carry out a feasibility study for the Holloway Park Women's Building to help progress the project. This was in response to the objectives of the Section 106 agreement for the Holloway Park development which included commissioning consultants to develop a Feasibility and Commissioning Plan for the Building.

Aims of the feasibility study

- Set out a viable plan or determine the feasibility of the use of the Women's Building based on national, local, and regional evidence, good practice, and the voices of women. This plan will ensure that the Women's Building meets its objectives as set out in the S106 agreement. The intention is to address the changing needs of women and create a positive legacy for Holloway Park.
- Identify potential funding sources that could provide both fit-out and revenue funding for the building with due consideration of the aim and feasibility of the building. This will be integral to supporting the operational needs of the Women's Building and ensuring its sustainability in the long-term.

The intention is that the feasibility study will inform a commissioning plan which will set out the expectations on service delivery and key performance indicators against which an operator for the building can be identified and appointed. The Commissioning Plan will be developed following approval of this report.

Peabody and the London Borough of Islington lead a Joint Steering Group which acts as a key decision-making body for the Women's Building proposals and has been responsible for overseeing the development of this feasibility report, including ensuring appropriate levels and reach of engagement.

The Section 106 agreement between Peabody and LB Islington established the responsibilities of Peabody and the council in the planning, delivery and operation of the Women's Building. Including:

- A Joint Steering Group to be established to oversee the plans for the Women's Building.
- Peabody to commission a Feasibility and Commissioning Plan for the Building.
- Peabody to use all reasonable endeavours to implement the

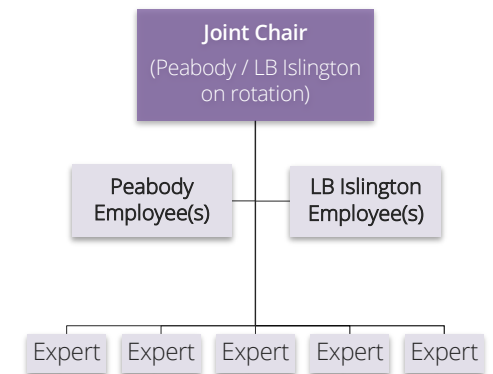
recommendations of the Feasibility and Commissioning Plan and to identify a Women's Building operator.

- Peabody to provide the shell and core of the Women's Building.
- Peabody to use all reasonable endeavours to secure funding for the fit-out of the Women's Building.
- Peabody to enter into a lease agreement with an operator for the building before the occupation of 343 market units.
- Peabody to provide the lease to the Operator on a peppercorn rent basis.

Peabody will be responsible for overseeing construction of the shell and core of the Women's Building but is seeking an operator(s) to take on the fit-out, and ongoing management of the facility. Peabody is also responsible for overseeing the fit out; but is not responsible for financing it.

The intention is that this feasibility report supports the Joint Steering Group to determine who will operate the Women's Building, the offer to women in terms of services and facilities and associated fit-out requirements, and to identify how the business model will be sustainable in the long-term for the operator.

Holloway Women's Building Steering Group Representation

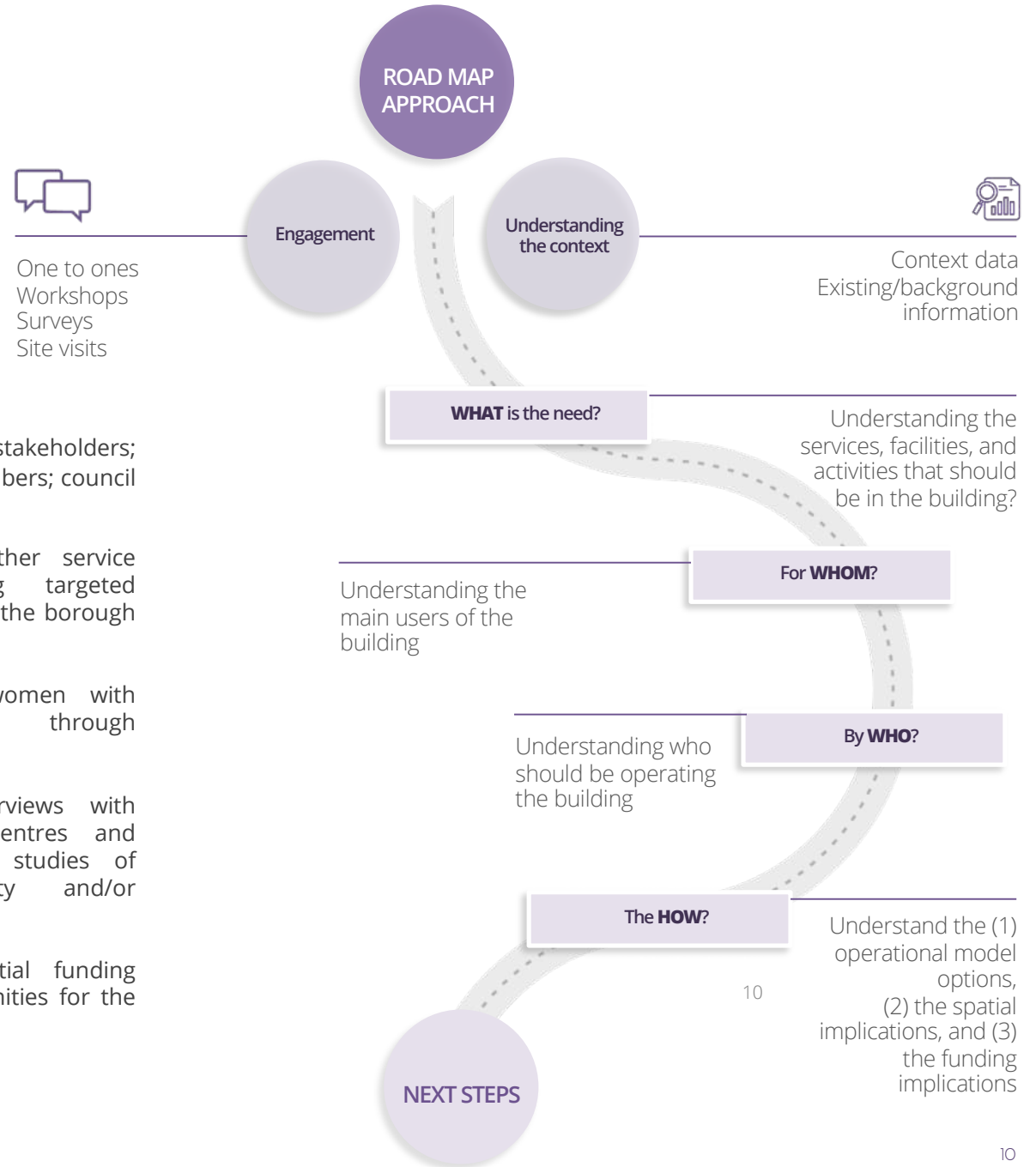


Approach

In response to the requirements of the brief for the Feasibility Study, a comprehensive approach was developed, combining a mix of analysis and engagement to inform recommendations for the Feasibility Study.

Over a four-month period, this translated to:

- Review of planning requirements & design proposals.
- Review of previous consultation and engagement activities, including historic and recent campaigns related to the Women's Building.
- Analysis of data relating to women's experience with the criminal justice system in Islington, London and the UK.
- A mapping of existing service provision within the borough and across London.
- Interactive design workshops with the lead design team to fully interrogate the design proposals.
- Monthly meetings with the Project Joint Steering Group with update reports on progress made.
- Engagement with key stakeholders; including elected members; council officers; Peabody staff.
- Engagement with other service providers delivering targeted services to women in the borough and further afield.
- Engagement with women with lived experience through interactive workshops.
- Visits to and interviews with existing women's centres and other related case studies of relevant community and/or dedicated spaces.
- A review of potential funding sources and opportunities for the centre.



CONTEXT & DATA ANALYSIS

Understanding the context

ISLINGTON IN NUMBERS

Islington is a vibrant and diverse borough with a good supply of local jobs, access to the wider London economy, a rich cultural heritage, and some of the highest property prices in the country. However, many Islington families are living in poverty.



245,827
residents, from which
128,567 are women
Islington is the **most densely populated** local authority area in England and Wales

In 2019, Islington was the **6th** most deprived local authority in London.

4th highest proportion of **60+ persons living in income deprived** households relative to all other London Boroughs

84% households live in a flat, maisonette or apartment. The majority of these are 1 or 2 bedroom properties.

In Islington, there has been a **long and sustained increase in domestic violence**
73% of female victims were aged between 18 – 44 years

Islington has the **4th** highest proportion of residents who identify as LGBTQ+ when compared to all London boroughs

Of all of the London boroughs, Islington has the **14th** highest number of **faith hate crimes**

32% of residents in Islington, claim to be **black or from a minority ethnic background**. 40% of residents were **born outside the UK**, compared to 14% nationally.

93% of **lone parents** with dependent children living in Islington are **female**

40% of households are **socially rented**.
20,733 of households on the waiting list for social housing

highest level of **income deprivation affecting children**
10th

28% of children under 16 live in **low-income households**, Islington ranks the highest for London

61% (4,691) of **secondary school pupils in Islington's schools** are eligible for the **deprivation Pupil Premium**

66% of young people cautioned or sentenced by **Youth Offending Teams** were from **ethnic minorities** background

29,900 adults have depression and/or anxiety

Understanding the context

Across the Women's sector, a huge amount of research and analysis has been undertaken to identify the links between targeted service provision and positive impacts on women, including reoffending rates, homelessness, social care intervention, mental health and wider health and wellbeing measures.

A review of a number of such reports has been undertaken to inform the feasibility study and to help frame some of the engagement with service providers, women with lived experience and other stakeholders.

A summary of the documents reviewed is available in Appendix E.

What these reports demonstrate between them, however, is that there is a clear, causal link between targeted service interventions and improvements in women's life chances. Such improvements lead to significant cost savings to the public purse.

A particularly relevant report to this Feasibility Study is that commissioned by the organisation 'Women in Prison' last autumn (September 2022). The report, 'The value of Women's Centres' undertook analysis across a detailed dataset to determine the

potential impact of women's centres on a range of indicators. The analysis was undertaken independently by Alma Economics who concluded: "...the benefits generated by Women's Centres outweighs costs across different funding scenarios."

The impact analysis undertaken by the range of women's centres reviewed was unanimous in being able to demonstrate considerable impact on women following access to the services provided. Advance







Charity for example found that, in 2022 women who were provided with Advance justice services reported significant positive impacts on their lives and on that of their children (see table below).

The value of Women's Centres



The research found that a hypothetical Women's Centre receiving £1m investment in a given year can support over 650 women and generate £2.75m in socio-economic benefits, including savings for public services and significant gains in welfare for women and their children. Through prevention and early intervention, support from Women's Centres can mean reducing long-term or crisis point demands on services such as health and housing, more survivors accessing support for domestic abuse, and a reduction in the number of children entering the care system. Among the agencies and departments that benefit, nearly half (47%) of the public sector savings is returned to the local authority, 17% to the Ministry of Justice and 15% to the NHS.

<https://womeninprison.org.uk/media/downloads/the-value-of-Womens-Centres-report.pdf>

Impact of Advance justice services

-  92% of women said they felt safer from abuse
-  93% of women reported improved health and well-being
-  96% young women (15-24 years old) reported healthier relationships
-  97% of women said that they had enhanced parenting skills
-  89% of women reported reduction in drug and alcohol use
-  89% reported improved mental health and well-being

Three months after exiting the service:

-  100% of women are less likely to reoffend
-  74% are either in employment or in education.

<https://www.advancecharity.org.uk/wp-content/uploads/2021/11/London-Womens-Diversion-report-2021-final-.pdf>

Understanding the context

The case for dedicated Women's Centres is well documented across the Women's sector as responding to the unique characteristics of female offenders over male.

It is widely recognised across the analysis undertaken that women are more likely to be victims as well as perpetrators than their male counterparts and are found to more likely to receive a jail sentence for a first offence than men.

Women from ethnic minority communities are also disproportionately represented in prison settings (https://prisonreformtrust.org.uk/wp-content/uploads/old_files/Documents/Counted%20Out.pdf).

Women are also disproportionately expensive to the public purse due to the other complexities and multiple disadvantages they are faced with.

They are also more likely than men who offend to have caring responsibilities which can lead to children being taken into care, suffer disrupted home life and education, etc. without intervention.

The 'Women in the Penal System All-Party Parliamentary Group' set up to look into the impact of women in the criminal justice system found that the criminal justice system is frequently a

harsher experience for women than it is for men. Prisons are unable to address the physical and mental health needs of women and in fact make them worse. The inquiry also found that, in the case of female offenders, police are often being asked to deal with problems that other public services have failed to resolve, such as drug and alcohol addiction, mental ill-health and homelessness.

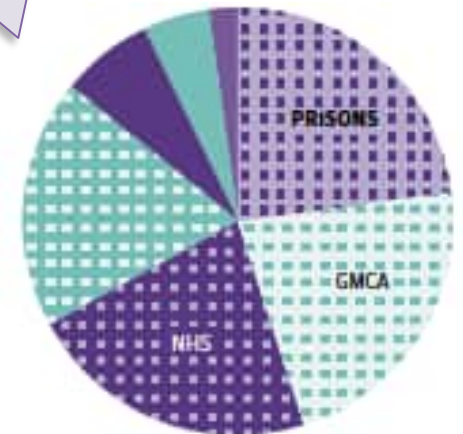
Further, the APPG found through the examination of data on arrests over a two-year period (2018-2020) that almost three-quarters of the women arrested had previously come to the attention of the police as victims of violence or sexual violence. More than half of them had been victims of domestic abuse (<https://howardleague.org/news/thousands-of-women-arrested-unnecessarily-in-wasteful-and-inappropriate-use-of-police-resources/>).

Such evidence and data has led to conclusion by many across the Women's sector, government departments and the criminal justice system, that 'Women's Centres represent the most effective support as part of alternatives to custody' and make considerable savings to the public purse – see opposite.



Fiscal Benefits

PRISONS	23%
GMCA	22%
NHS	22%
POLICE	19%
COURTS/LEGAL AID	7%
OTHER CJS	5%
COMMUNITY REHABILITATION COMPANY	2%



<https://wbg.org.uk/wp-content/uploads/2020/10/WBG-15-Womens-Centres-Report-v4.pdf>.

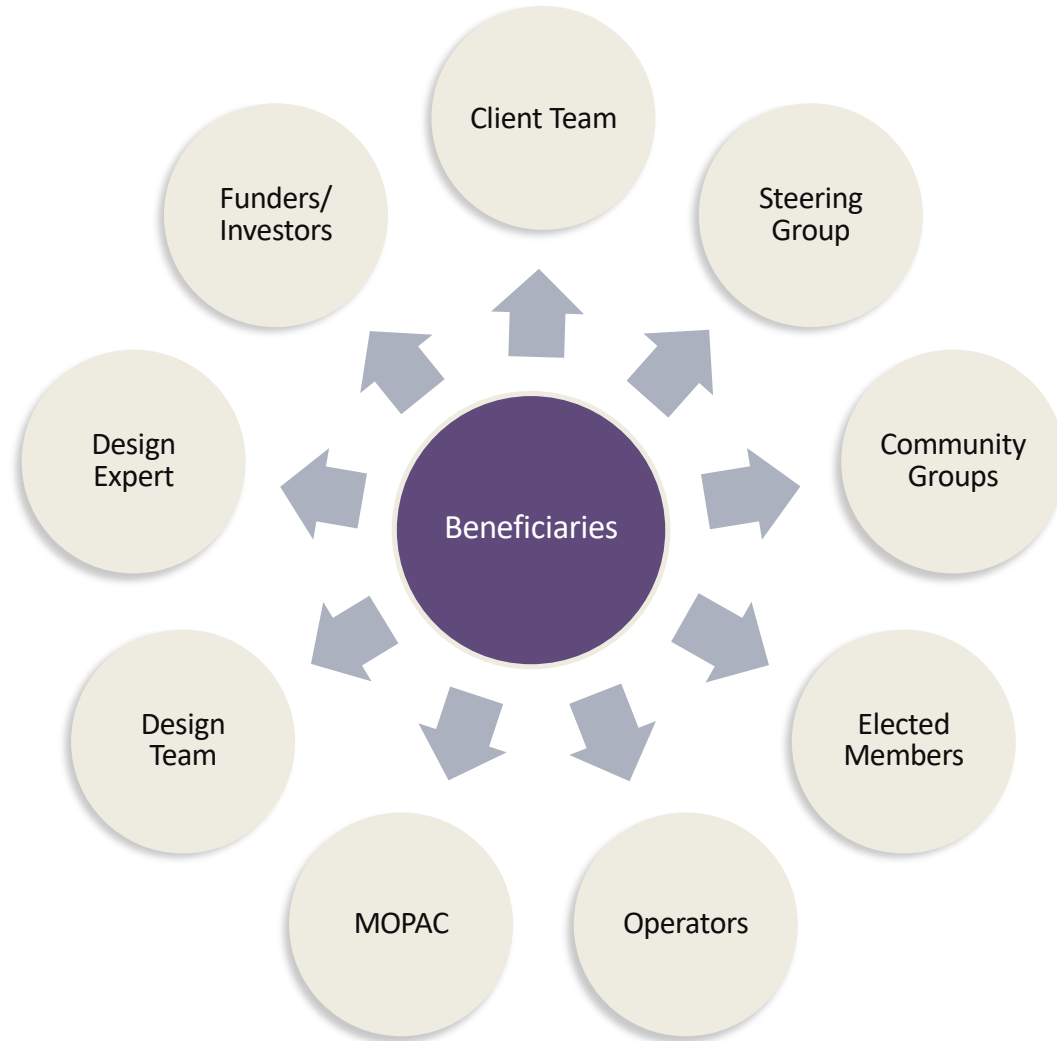
ENGAGEMENT AND ANALYSIS

Approach to Engagement

To define the role of the Women's Building in the long-term, a significant level of engagement and consultation was necessary to pull together the thoughts and inputs of all those with a stake in project.

This included a broad range of stakeholders, from interested community groups, to existing service providers, to elected representatives, to design experts to potential operators – as shown in the diagram opposite.

Central in all this engagement, however, were the potential future users of the women's building and so a strong focus was placed on engaging with women with lived experience.



Approach to Engagement

A variety of approaches and mediums were used to engage with the range of stakeholders identified.

The approach was tailored to the audience and nature of the conversation and included a mixture of one-to-one interviews with service providers and community representatives, workshops with community groups and women with lived experience, site visits to case studies, and attendance to existing forums.

Additionally, two separate surveys were sent out to service providers and community groups and representatives to invite as wide a response as possible within the timeframes available.

Approach to Engagement in Numbers



27 one-to-one interviews held

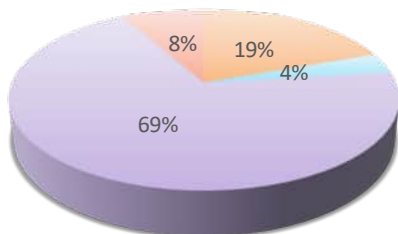


3 group workshops facilitated by Community Plan 4 Holloway
Total of 25 attendees (2 in person and 1 online)



2 shops with women with 1 informal conversation lived experience held (online)

Type of engagement



■ 1-2-1 Consultations ■ Site Visits
■ Surveys ■ Workshops



116 surveys answered (108 stakeholders & 8 services providers)

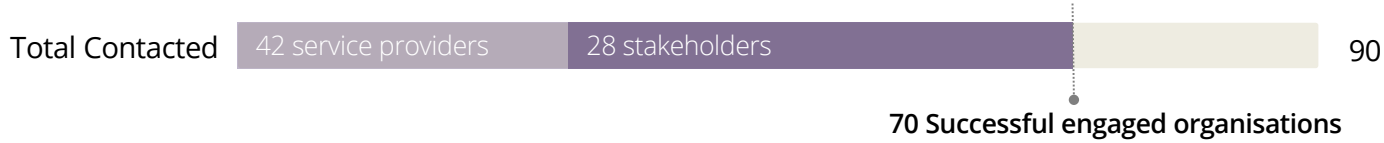


7 site visits held +2 online conversations with centres



1 forum attended (Women's Housing Forum)

Who we spoke to



Organisations We Spoke to

Who we spoke to

CONTRACT TITLE	TYPE OF STAKEHOLDER	TYPE OF APPROACH
001 Penderyn Way TRA	Stakeholder	1-2-1 Consultation
002 Sisters of Frida	Service Provider	1-2-1 Consultation
003 Women's Resource Centre	Service Provider	1-2-1 Consultation
004 Bakersfield Estate TRA	Stakeholder	1-2-1 Consultation
005 Finsbury Park Women's Network	Service Provider	1-2-1 Consultation
006 Hibiscus	Service Provider	1-2-1 Consultation
007 Prison Reform Trust	Service Provider	1-2-1 Consultation
008 Rosa UK	Service Provider	1-2-1 Consultation
009 Women in Prison	Service Provider	1-2-1 Consultation
010 Birth Companions	Service Provider	1-2-1 Consultation
011 Linda Aitken	Stakeholder	1-2-1 Consultation
012 Caroline Wilson	Stakeholder	1-2-1 Consultation
013 Nicky Freeling	Stakeholder	1-2-1 Consultation
014 Kanda Consulting	Stakeholder	1-2-1 Consultation
015 Solace Women's Aid	Service Provider	1-2-1 Consultation
016 Choice	Service Provider	1-2-1 Consultation
017 HNG Stress Project	Service Provider	1-2-1 Consultation
018 Kurdish & Middle Eastern Women's Organisation	Service Provider	1-2-1 Consultation
019 One True Voice	Service Provider	1-2-1 Consultation
020 Community Language Support Services	Service Provider	1-2-1 Consultation
021 KMEWO (Kurdish, Iraqi, Turkish and other women)	Service Provider	1-2-1 Consultation
022 Pause Team (Islington Council)	Service Provider	1-2-1 Consultation
023 Advance	Service Provider	1-2-1 Consultation
024 Body and Soule	Service Provider	1-2-1 Consultation
025 Social Investment Consultancy	Service Provider	1-2-1 Consultation
026 Woman in Social Housing	Service Provider	1-2-1 Consultation
027 Curator of Echoes of Holloway	Service Provider	1-2-1 Consultation
028 Sisters Uncut	Stakeholder	1-2-1 Consultation
029 Wish	Service Provider	1-2-1 Consultation & Sruvey
030 Reclaim Holloway	Service Provider	1-2-1 Consultation & Sruvey
031 Middle Eastern Women & Society Organisation (MEWSO)	Service Provider	1-2-1 Consultation & Workshops
032 Clean Break	Service Provider	1-2-1 Consultation & Workshops
033 Trevis House	Service Provider	1-2-1 Consultation & Workshops
034 Anawim (Birmingham)	Service Provider	Site Visit
035 Treasures Foundation	Service Provider	Site Visit
036 Brickworks Community Centre	Service Provider	Site Visit
037 Caxton House Community Centre	Service Provider	Site Visit
038 One Small Thing	Service Provider	Site Visit
039 C13 Building Working Group	Service Provider	Survey & Workshop
040 Holloway United Therapies - Sophie Benedict	Service Provider	Sruvey & Workshop
041 Women's Equality Party	Stakeholder	Survey
042 Jannaty (Arabic speaking women)	Stakeholder	Survey
043 Arachne (Greek/Cypriot women)	Stakeholder	Survey
044 Latin American Women's Rights	Stakeholder	Survey
045 Eritrean Community	Stakeholder	Survey
046 Holloway Neighbourhood Group	Stakeholder	Survey
047 Islington Bangladeshi Association	Stakeholder	Survey
048 London Irish Centre	Stakeholder	Survey
049 Minority Matters	Stakeholder	Survey
050 Islington Somali Community	Stakeholder	Survey
051 Maa Shanti (single Asian mothers)	Stakeholder	Survey
052 Stepping Stone	Service Provider	Survey
053 Finsbury Park Trust	Stakeholder	Survey
054 Bloody Good Period	Stakeholder	Survey
055 Centre 404	Service Provider	Survey
056 Forum plus	Service Provider	Survey
057 Hilldrop Community Centre	Service Provider	Survey
058 St Lukes Community Centre	Service Provider	Survey
059 Maya Centre	Service Provider	Workshop
060 Community Plan 4 Holloway	Stakeholder	Workshop
061 Leonie Abrahamson	Stakeholder	Workshop
062 Marj Mayo	Stakeholder	Workshop
063 Asare - Stella Nan	Stakeholder	Workshop
064 Pamela - Psychotherapist, used to work at Holloway.	Service Provider	Workshop
065 Justice	Service Provider	Workshop
066 St Georges Church	Service Provider	Workshop
067 Sarah Wigglesworth	Stakeholder	Workshop
068 Linda Clarke	Stakeholder	Workshop
069 Judy Prince	Stakeholder	Workshop
070 Holloway Board of Directors	Stakeholder	Workshop



Organisations We Spoke to

Survey Analysis | service providers

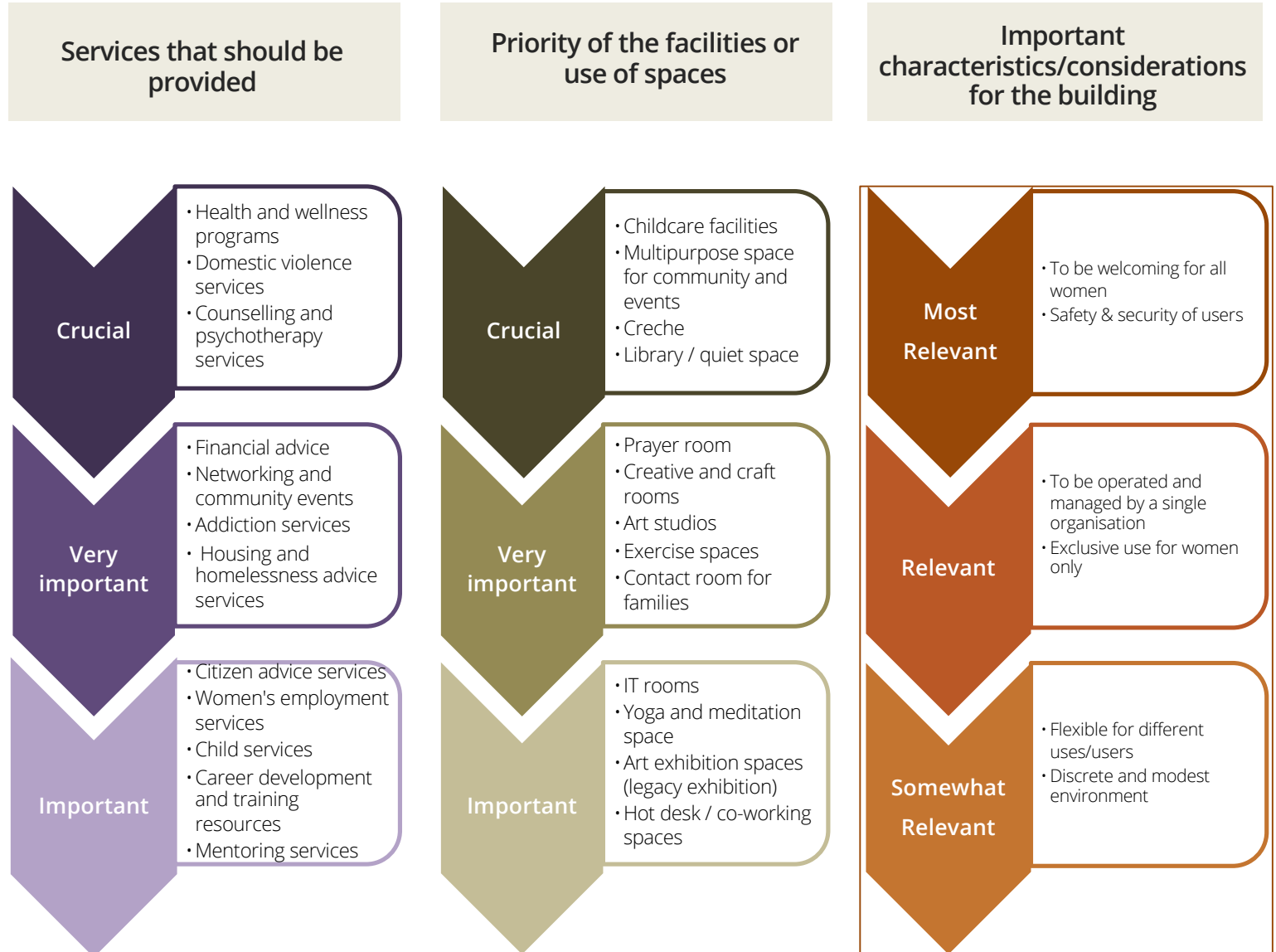
The survey comprised of 9 closed and one open-ended question to inform the recommendations that form the basis of the Feasibility Study. The closed questions invited respondents to state the extent to which they agree or disagree with a service or characteristic that should be considered. Responses to the open-ended question invited people to express any other thoughts regarding the project. The results of the responses to the statements are set out below.

8

responses to the survey from:



- Hilldrop Area Community Association
- STEPPING STONE4
- Finsbury Park women's groups network
- WISH - WISH Standing Together for women's mental health
- Bloody Good Period
- Holloway United Therapies (HUT)
- forum+
- Birth Companions



Key Messages | ONE-TO-ONE

No current space in Islington for agencies to collaborate

Office Spaces needed alongside client spaces

Counselling services in private spaces

Green space is important

Board style governance – women-led

Safe access for vulnerable women

Trauma-informed design is critical

Must not compete with existing services/centers

Creative activities important to bring women together

Mixture of ad hoc space rentals, regular slots & permanent spaces

Welcoming to all the community

Team meeting space

Providers tend to have funding to run weekly activities

Pre and post-natal services

Housing Support critical service

Advocacy

More interest in multiple operators than one single

Music, art, and other expressive mediums for processing trauma

Emphasis on safety, empowerment and sense of appropriation

Mixture of women-only spaces & wider community spaces

Café/kitchen spaces to bring women together & teach health & budgeting

Discretion & affordability of services critical

Support with enterprise, jobs & skills

Financial/poverty support

Key Messages | ONE-TO-ONE

Facilities

Multi-agency spaces

Office space provision

Group meeting space

Flexible spaces

Private interview spaces

Provision for babies/young children

Low cost, safe meeting spaces

Hot desking/touch down spaces for charitable organisations

Planting & Garden Access

Café & kitchen space to bring women together

Operations

Women-led governance

Flexible hiring

Pre-bookable spaces

Mixture of anchor tenants, weekly hires and ad hoc rental

Opportunities for more universal access outside core hours

Careful consideration of treatment of reception area

Hireable counselling rooms

Café space - clear business plan & potential subsidy

Key Messages | LIVED EXPERIENCE WOMEN



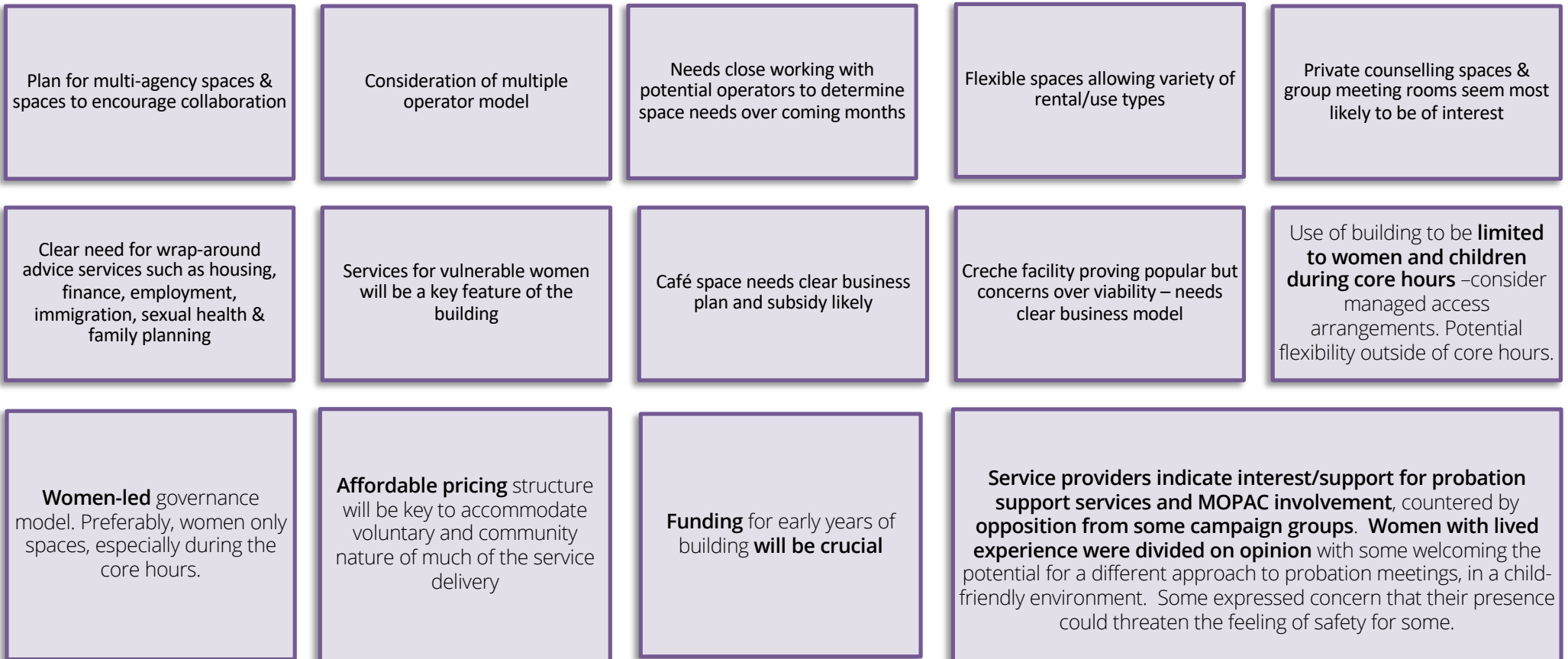
The services that mattered and the services that were lacking in their experience:

- Difficulty attending probation meetings and job interviews due to childcare
- Housing advice, legal advice, and financial advice was ad hoc or lacking and particularly hard for those leaving domestic violence
- Help with immigration was needed, particularly in filling out forms, advocating
- Becoming more and more difficult to access mental health services due to a reduction in the level of service provision
- Feeling that employment support services have reduced
- Difficulty accessing affordable, healthy and nutritious food
- Pre-natal, post-natal and ongoing parenting support was crucial
- Help with self-care and wellbeing



Key Messages from Lived Experience Women

Engagement | CONCLUSIONS & RECOMMENDATIONS



FEASIBILITY STUDY

Identified need and opportunities

Our analysis identified that there is a fantastic level of service provision for women in Islington, north-east London and more widely across the region.

Several organisations offering support to women in the area, previously offered services to women in the former HMP Holloway – some having originated from a need identified within the prison.

The very strong message arising from the engagement, however, was one of increasing demand on these services and broadening cohorts of women being supported. As reflected in the engagement findings, key service demand continues to centre on:

- Supporting women experiencing domestic abuse
- Supporting women to find safe and secure housing
- Supporting vulnerable women throughout pregnancy and in the early years of parenthood.
- Supporting women to learn English as a Second Language (ESOL)
- Supporting women to find employment and enterprise opportunities.
- Providing counselling, mental health and trauma support to women from all backgrounds.

Whilst a number of service providers are set up to provide these services, from the engagement undertaken, however, it is clear that the majority of these service providers now operate from sub-standard conditions in buildings far from fit-for-purpose and often inaccessible to some users.

Further, the engagement identified a strong latent demand for spaces for collaboration between service providers to enable inter-referrals and ease of access to multiple, complementary services for women in need of support.

Critically, both service providers and women with lived experience identified a range of wrap-around advice services that were difficult to find and access that were essential in the adjustment from incarceration to settling back into civilian life. This was also reflected in engagement with those providing services to women new to the country or those escaping abusive relationships.

Further, engagement across all cohorts was unanimous in agreement of the need for the Women's Building to be a place of joy and happiness for women to provide a strong and positive legacy for HMP Holloway.

Beyond the targeted services being offered by existing service providers.

The table below summarises some of the most commonly cited requests for services less available and/or more difficult to access for women in need of support.

Women with Lived Experience	Service Providers
<ul style="list-style-type: none"> • Housing advice • Legal advice • Financial advice • Counselling services • Adult education & employment support • Pre & postnatal services • Parenting advice • Childcare support (to access services & to access employment) • Wellbeing activities • Buddy/mentor schemes • Access to fresh, healthy food • Immigration advice • Safe, comfortable access to probation service 	<ul style="list-style-type: none"> • Housing advice • Legal advice • Financial advice • Counselling services • Pre & postnatal services • Immigration advice • Safe, comfortable access to probation service • Sexual wellbeing & family planning advice • Cooking classes • Music, art and creative classes • Enterprise, employment & skills support

Identified need and opportunities

Probation Services & MOPAC

The consideration of accommodating probation services and services associated with the Mayor's Office for Policing and Crime (MOPAC) within the building has provoked considerable debate throughout the evolution of proposals for the women's building and a strong response to the survey released.

Campaign groups, including Community Plan for Holloway and Sisters Uncut held varying views on these services being integrated into the building as some feared it would create a culture of fear and intimidation for some women with experience of the criminal justice system.

Due to one of the original intentions of the building being to provide services to women in the criminal justice system, however, this was a specific question posed to all cohorts of the engagement process.

The majority of service providers welcomed the accommodation of probation services within the building, citing the opportunity to provide a safe, women-only space for women to engage with their probation officers in a way likely to have much more

restorative impact than the current arrangements.

Further, the majority of service providers were also welcoming of MOPAC involvement in the building, not least due to existing funding arrangements that enable much of the targeted service provision delivered by the organisations interested in operating from the building, suggesting a potential impact on the viability of the building if MOPAC involvement was excluded.

When testing the concept with the cohorts of women with lived experience engaged through the process, this support for the accommodation of probation services was, on the whole, also welcomed.

Many of the women engaged, who had lived experience of engaging with the probation service, reflected that accessing meetings with their probation officers outside of the home can often be challenging due to a lack of childcare options (children not being allowed to be present at probation meetings). For meetings held at the home, this was often felt to be invasive and intimidating with many women reporting a feeling of judgement around their living arrangements. The idea of the

Women's Building offering a safe, warm and neutral space for the meetings to take place was welcomed.

This wasn't a unanimous position held by the women engaged with, however. A few women expressed some discomfort with the presence of probation officers within the Building, worried that it would dilute the feeling of the Building being a safe space for women and a place of joy and mutual support.

Where opinions were more in agreement, however, were in the potential for the Building to provide a new approach to probation services and a more constructive relationship between the women and their probation officers.

One consultee referenced how well this is working in a number of settings in Kent where women-only probation meetings, with female probation officers, are held in welcoming and comfortable settings where children are welcomed and supported and where women are able to be signposted to a range of complementary advice and support services to aid their re-settlement into community life.

Across Kent, Sussex and Surrey, the probation service has developed and is delivering a Women's Strategy to deliver probation supervision in a more constructive and restorative way to female offenders.

The Kent, Surrey and Sussex Community Rehabilitation Company (KSS CRC) operates across a range of settings in the three counties, including established women's centres and other safe settings for women. Research undertaken about this alternative model of probation supervision found that staff found: "Working with women on probation saw a number of gender-specific challenges. One of which concerned the general incompatibility of trauma-informed practice with offence-focused practice."

Mirroring the feedback received from the women engaged with through this study, the research also recognised the need for child-friendly settings for probation meetings as "women were also more likely to be primary caregivers, meaning difficulties for supervising staff when it came to dealing with missed appointments due to childcare reasons". <https://www.russellwebster.com/the-demands-of-delivering-a-women-led-probation-service/>

Identified need and opportunities

Immigration Services

Another area challenged within the proposals was the presence of any formal immigration service within the building; again invoking a strong response to the survey.

This was tested through the engagement undertaken to understand sentiment towards such a service within the Building.

A number of service providers either directly provide immigration advice to their service users or signpost to other agencies that provide support. Many of the service providers also advocate or help represent women in their immigration applications – particularly where language is a barrier.

As such, the integration of immigration advice and support within the building was welcomed by both service providers and the cohorts of women with lived experience engaged with. As with the sentiment towards probation services, those engaged with suggested that the opportunity for the building to provide a warmer, safer access to immigration advice would be advantageous to many.

Recent research by University College London has found the experience of pregnant women arriving into the country seeking asylum is one of hostile policies impacting on maternal health

(<https://www.ucl.ac.uk/bartlett/public-purpose/news/2023/jan/uks-hostile-immigration-policies-harm-maternal-health>).

There is, therefore, a clear need for more targeted support for women facing the immigration system but, as with the discussion around probation services, the presence of a formal, statutory service could feel intimidating to some women and may reduce the feeling of the Building being the safe and neutral space it intends to be.

The likelihood of any formal immigration service relocating to the building is, however, fairly remote due to the security protocols required for managing personal documentation. As such, the type of more informal immigration advice and support more supported by respondents to the engagement should be the focus for the commissioning plan as it comes forward.



Image courtesy of <https://www.magistrates-association.org.uk/News-and-comments/publication-of-a-womens-policy-framework>

Future Service Provision

Translating the need identified into recommendations for the Women's Building, therefore, can be considered in two ways:

- a. Recommended service provision
- b. Recommended facilities
- c. Further considerations

a. Recommended service provision

Based on the engagement exercises undertaken and the feedback received, it is clear that there is considerable demand within the borough and the wider area for ongoing support services for women in touch with, or at risk of being in touch with the criminal justice system.

Adjusting back into civilian life following a period of incarceration remains a critical focus for this service provision but it is clear that there is also considerable demand for women facing a wide range of difficulties in life, from immigration advice, to domestic violence services, to mental health and trauma support.

The opportunity for the Women's Building to provide a central hub for a broad range of support services for women facing difficulties in their lives is clear.

The services being identified as most in demand for the building are shown in the diagram opposite.

The darker purple boxes demonstrate a service already being provided but in high demand and identified as a priority provision for the building. The lighter purple colour highlights a service identified as currently being difficult for vulnerable women to access which could be provided through the Building.

The strong level of interest from service providers to occupy space at the Women's Building on a permanent, regular, or ad hoc basis suggests the feasibility of creating a multi-agency, multi-service space enabling women to access a range of support and advice services in one place.

To enable this to happen successfully, the focus will need to be on providing the right type and range of facilities for these service providers to operate from the building successfully (see section 08b for more detail on this)



Service Provision Recommendations

Future Service Provision

Through the survey work undertaken, a number of organisations expressed their interest in being involved in the building as follows:

Kurdish & Middle Eastern Women's Organisation	Permanent space – potential to move all operations to the Building.
Advance	Potential interest, depending on timing and funding requirements. Would expect to work through a partnership model and work across the women's sector network.
Wish	Counselling service and community links service - hire weekly for counselling and/or community services - probably just one counselling room.
HNG Stress Project	Interested in exploring opportunities to run service from Women's Building.
Hilldrop Area Community Association	Networking events and community services events
STEPPING STONE	Permanent space, Independent space / space only for the organisation
Finsbury Park women's groups network	Temporary/occasional use space, Regular (i.e. weekly/monthly) use of space, Shared space with other organisations
WISH - WISH Standing Together for women's mental health	Regular (i.e. weekly/monthly) use of space
Bloody Good Period	Storage space for period products, with potential for shared space for delivery of education sessions too
Holloway United Therapies (HUT)	Regular (i.e. weekly/monthly) use of space
Birth Companions	Temporary/occasional use space, Regular (i.e. weekly/monthly) use of space, Need and independent access in the building for the women that will use your service
Treasures Foundation	Temporary/occasional use space, Regular (i.e. weekly/monthly) use of space, Need and independent access in the building for the women that will use your service. Use of counselling and therapy rooms
Maya Centre	Potentially permanent space – potential to move all operations to the Building. Or use the space to deliver their services in larger rooms for group meetings/sessions and forums.

Assuming the right facilities can be provided, however, the range of service providers having already expressed an interest in using the space in various ways is shown to the left.

Between them, they have the potential to deliver a comprehensive range of support and advisory services for women in the local community and beyond – as summarised in the diagram shown below.



Future Service Provision

i. Additional Services

Beyond the services delivered by the existing organisations interested in using the building, a number of additional services were identified by both service providers and women with lived experience, as well as those stakeholders engaged through workshops and the survey.

The additional services deemed essential for the safe rehabilitation of ex-offenders and to prevent women from finding themselves in further difficulty, centred around more universal services such as:

- Housing advice and Support
- Legal Advice and Support
- Financial Advice and Support
- Adult Learning & Skills Development
- Employment advice & support

Whilst many of the service providers already signpost to such services provided universally, there is a clear interest and desire for such services to be accommodated within the building on a permanent or regular basis and for such services to be delivered through a targeted lens of advice to women.

LB Islington already has an established Adult Learning programme that delivers flexibly from a range of locations. This programme includes a number of courses targeted specifically at women and focused on providing both everyday skills as well as technical skills to support a transition into employment or enterprise. The consideration of providing regular courses and/or adult learning activities for women would be a very welcome addition to the service offer from the Building and help to ensure a more coordinated and complementary response between service providers working with the most vulnerable of women and the opportunities offered by the council. The Council's current iWork, employment support service is likely to also play a valuable role in supporting women in the building.

The Citizens Advice Bureau currently provides a range of advice services aligning with the demand identified. Within the curation of the service provision, the potential to host targeted CAB sessions within the building should be considered. Ideally, this would be advice sessions led by women and with expertise in advice for women in particular. This is likely to need additional funding and resource and so may need to be

included in the wider fundraising efforts of the building and its service providers.

Similarly, the provision of housing advice has the potential of providing a tailored advice service from the council or from Peabody in line with their universal advice provision. The potential to reach a cohort of women at greatest risk of housing vulnerability, should be a central consideration in the deployment of such dedicated resource to the building.

A workshop is scheduled to be held in the autumn with members of Women in Social Housing to explore other opportunities for this advice provision.

Future Service Provision

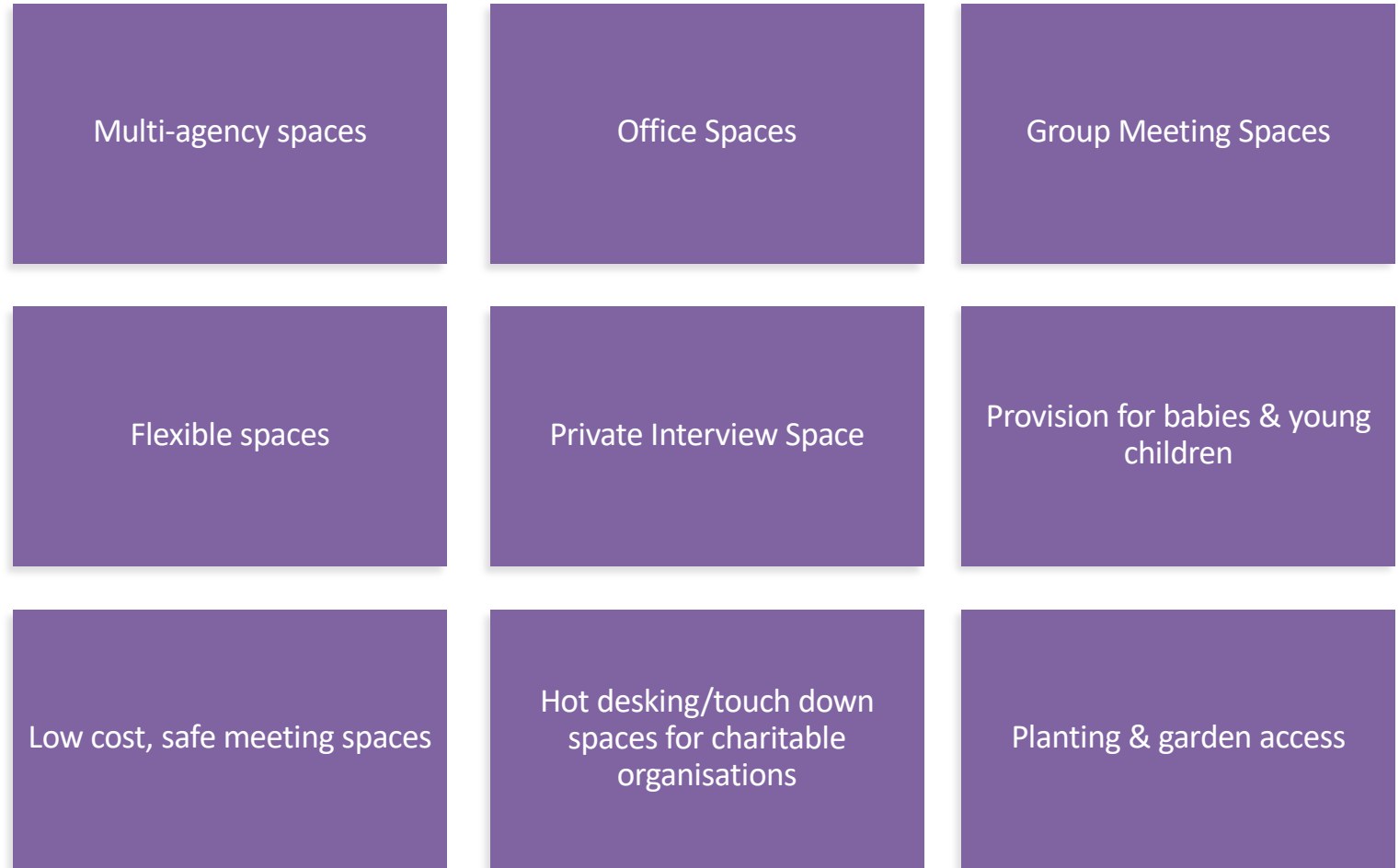
b. Recommended facilities

Of critical importance to the facilitation of the identified service need, however, is the provision of the appropriate spaces and facilities.

Across the engagement undertaken there was concrete appreciation for the need for a blend of space provision that combines more flexible spaces for a range of group-based activities and community events with more private, secure spaces for one-to-one sessions, small group sessions and family support services.

Alongside, a range of back-of-house functions will also need to be provided to support the successful operation of the organisations hoping to locate themselves permanently within the building or to run services on a more ad-hoc or regular basis.

The diagram opposite summarises the main request for space and facility provision within the building.



Main Request for Space And Facility

Future Service Provision

c. Further Considerations

In addition to the key services identified and the critical facility requirements that correlate, a number of wider considerations transpired through the engagement exercises that need to be taken into account within the lay-out and operation of the building.

This included:

- i. Safety & Security
- ii. Reception & Way-finding
- iii. Building gateways
- iv. Women-only access

i. Safety & Security

Determining access arrangements to the building and movements through the building was raised as a critical concern by both service providers and women with lived experience. Due consideration as to how security arrangements will be implemented within a women-only space will be necessary from the out-set to ensure both the design and the operation of the building is appropriate to facilitate this. In terms of physical interventions, this may include door access codes or similar to some of the more private spaces towards the interior of the building.

In relation to the management of security, in a women-only space, any security personnel, or similar, will need to be relatable to the women users and should, if possible, be limited to female personnel.

Safe ingress and egress of the building has already been considered through the range of discrete entrances/exits provided around the exterior of the building. Further security arrangements to ensure the safe passage of women beyond the building gateway may also need to be considered.

ii. Reception & way-finding

Engagement of women with lived experience and visits to/interviews with existing women's centres/dedicated spaces, highlighted the importance of careful consideration of the treatment of the reception area.

Whilst way-finding and sign-posting is key to ensuring quick and safe access through the building to the women's destinations, the reception area itself should avoid feeling too formal or intimidating.



Caxton House, Islington



Brickworks Community Centre

Future Service Provision

Consideration of an alternative approach to a reception desk should be considered and options for discrete sign-posting to services identified (e.g. one service user suggested the use of technology such as electronic tablets to enter in the details of the service/appointment the woman is attending to save risk of being overheard by others.

iii. Building gateways

Encouraging women to cross the threshold and enter the building needs sensitive design and treatment of the building gateway. From the case studies reviewed and interviews undertaken, there is a clear need to balance visibility into the building from the street (to reduce the level of intimidation felt by not knowing what is inside) with discretion and security of users needing privacy and anonymity. A glazed entranceway is likely to provide the most suitable treatment to the main entrance way but with appropriate screening and division of space further into the building.

iv. Women-only access

On the question of exclusive use for women, engagement across all cohorts and through the survey

confirmed support for males to be excluded from the private spaces within the building.

There was some debate as to the inclusive of non-binary and inter-sex people within the building, with campaign groups advocating for such inclusion. The views of the steering group and the policies of LB Islington and Peabody are that transgender women would be welcomed in the building.

The potential need for men from service backgrounds to enter the building periodically was also discussed, drawing on the experience of those currently running safe women-only spaces. Managing this access through communication with women users and ensuring no woman is placed in discomfort or fear will be a key requirement of the operator throughout the use of the building.

Thoughts on the use of the more community-focussed spaces, however, was more mixed. With the potential for all members of the community being offered access to communal spaces only outside of core service hours being welcomed by many, particularly in relation to supporting a sustainable income stream for the building.



Brickworks Community Centre

Spatial analysis of building proposal

Introduction

Through the engagement exercises and the research undertaken, a clear set of recommendations as to the type and nature of services that should be delivered from the Building have been identified.

At the time of compiling this Feasibility Study, however, many of the service providers interviewed were not in a position to be able to confirm the exact services they would be interested in delivering from the Building, or the space requirements that would go along with.

Further, as detailed later in Section 11, an emerging conclusion of this Study is that the Commissioning Plan should look at commissioning the right type and mix of services that should be delivered from the building and then identify potential service providers, rather than determining the type of service simply by those interested in operating from the building.

As such, the next section provides an analysis and commentary on the potential space and fit-out requirements of the services most likely to be operating from the building.

It begins with an overall review of the space available and then considers the types of services that are likely to use

the spaces.

To give the best guidance to the design team and Peabody in further developing the proposals for the building, the services identified have been categorised into five key themes:

- Shared Support / Education
- Community & Wellbeing
- Specialised Service and Advice
- Service providers
- Shelter/ Individual Support

The specific space and facility requirements of each of these categories has then been broken down to enable a review against the space being provided.

Across the five groupings, an understanding of opportunities for shared use of facilities as well as complementary uses, activities and requirements has also been detailed to help identify where services may be integrated or collocated to promote space use efficiency.

Critically, the analysis also considers particular needs of each category such as safety, security and privacy.



Conceptual image of proposed reception area in the Women's Building

Spatial analysis of building proposal

Analysis of indicative building proposal

Net internal area (exc. toilets and circulation)

c. 245m² Lower Ground Floor

c. 1020m² Upper Ground Floor

1,265m² TOTAL

GIA is 1,489 sq m

70% for Productive spaces

4% for Storage spaces

26% Circulation

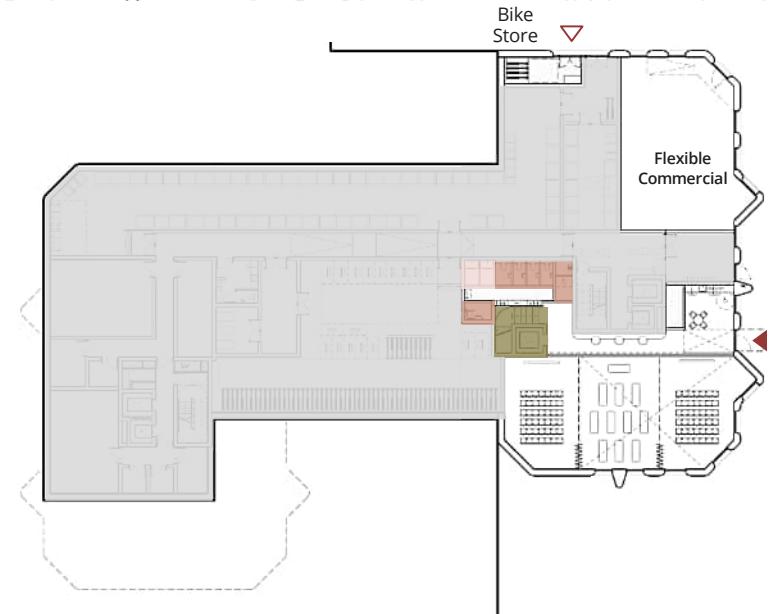
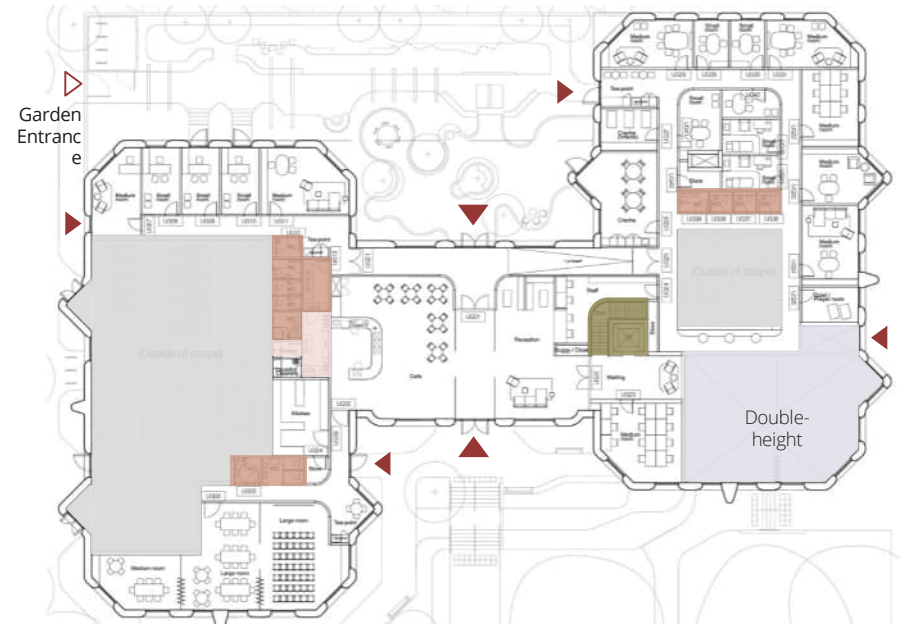
76% for Productive spaces

8% for Storage spaces

16% Circulation

- Toilets (12) ●
- Shower (1) ●
- Vertical connections (1) ●
- Independent entrance (6) ▲

- Toilets (6) ●
- Shower (2) ●
- Vertical connections (1) ●
- Independent entrance (6) ▲



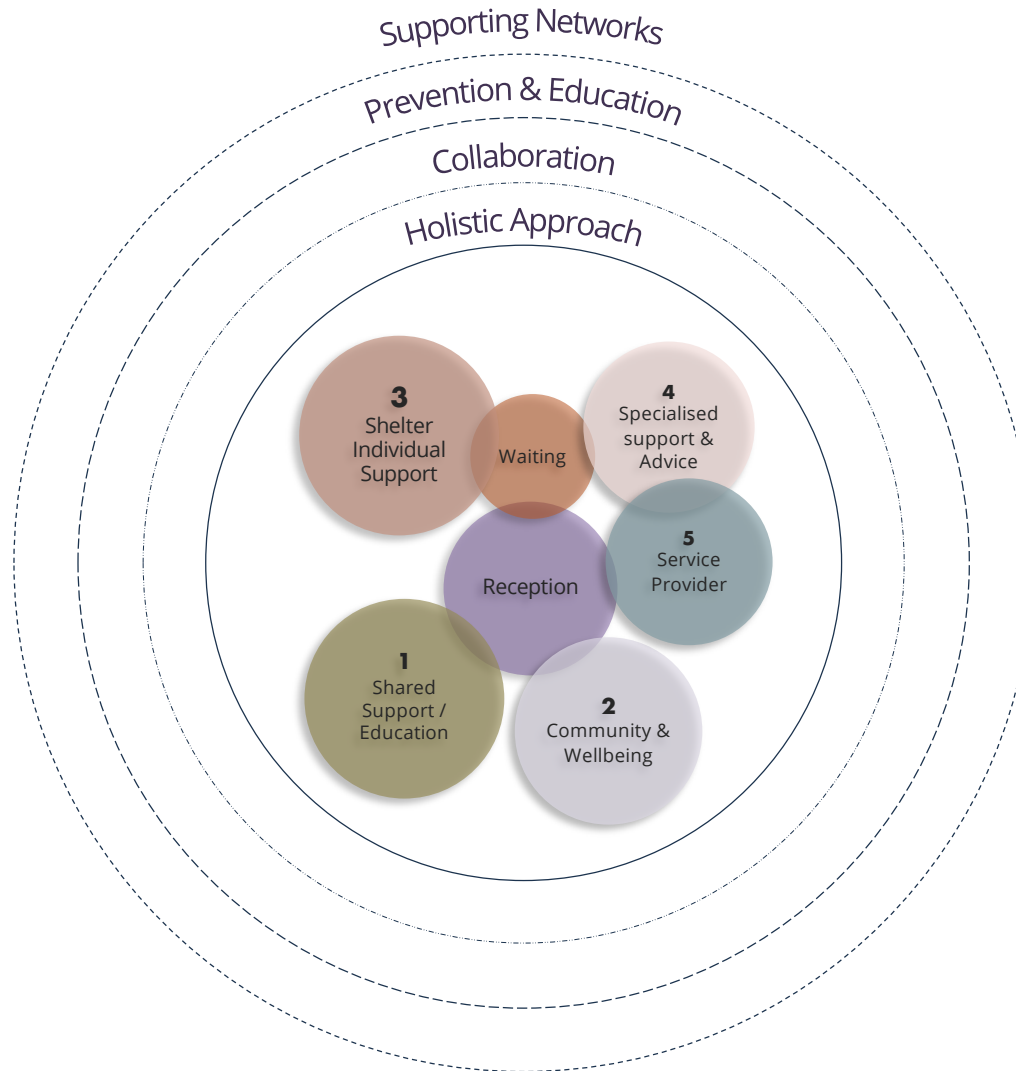
Spatial analysis of building proposal

Approach and general principles

Based on the services identified as most in demand for the building, we organise them into 5 service areas that can be incorporated into the facilities of the current layout of the building. The diagrams on this page and the following pages explain how this organisation can operate. This organisation take into account the following general principles and approach:

Holistic Approach the services collectively adopt a holistic approach to women's wellbeing. The healthcare service addresses women's physical and mental health, the advice & support service provides guidance and assistance for various challenges, and the general wellbeing & community service focuses on fostering social connection and overall wellness. Together, these services cater to women's diverse needs, ensuring that all aspects of their well-being are taken into account.

Prevention & Education the services collaborate to provide preventive measures and educational programmes. E.g., the healthcare service may conduct wellness workshops in collaboration with the general wellbeing & community service to educate women on healthy lifestyle choices. The advice & support service may provide educational programmes in partnership with the healthcare service to raise awareness about women's health issues. This collaboration helps empower women with knowledge and resources to prevent health issues and make informed decisions.



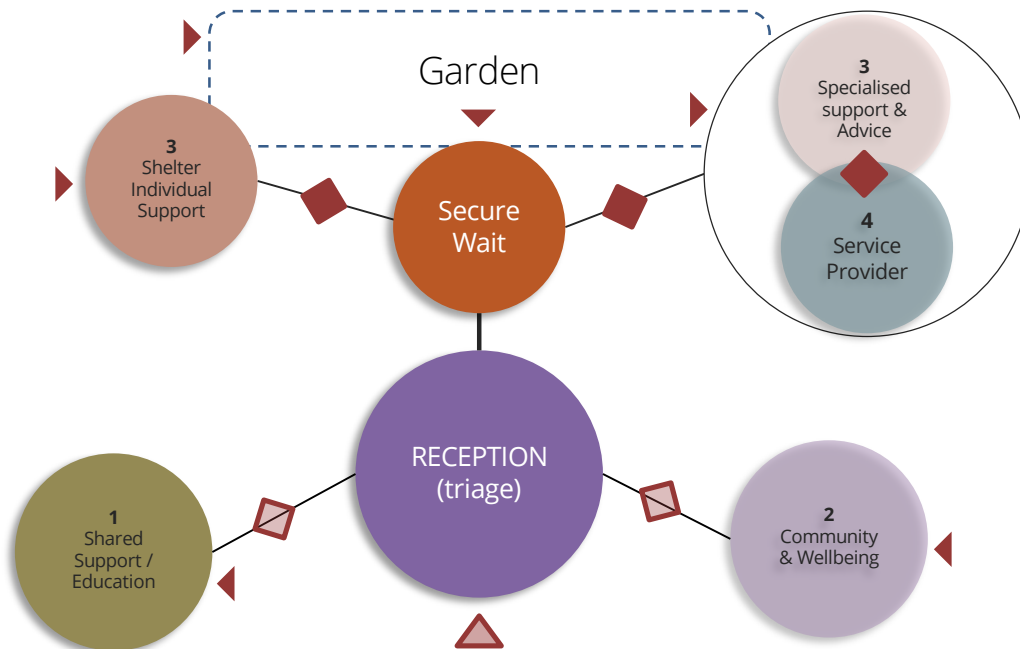
Supporting networks the services collectively contribute to creating a supportive network for women. Women accessing facilities from one service may find themselves engaging with other services as well. For instance, a woman attending fitness classes at the general wellbeing & community service may also access counselling assistance at the advice & support service or receive healthcare support at the healthcare service. This network of support enhances women's overall well-being by offering a comprehensive range of services within a cohesive and interconnected system.

Collaboration the services collaborate and refer women to each other based on their needs. For example, the healthcare service may refer a woman to the advice & support service for legal assistance or counselling. Similarly, the advice & support service may refer a woman to the general wellbeing & community service for recreational activities or wellness workshops. This collaboration ensures that women have access to a comprehensive range of services.

Spatial analysis of building proposal

Spatial organisation

The spatial organisation diagram illustrates the various areas within the building and represents the comprehensive layout that accommodates the facility needs of different types of services.



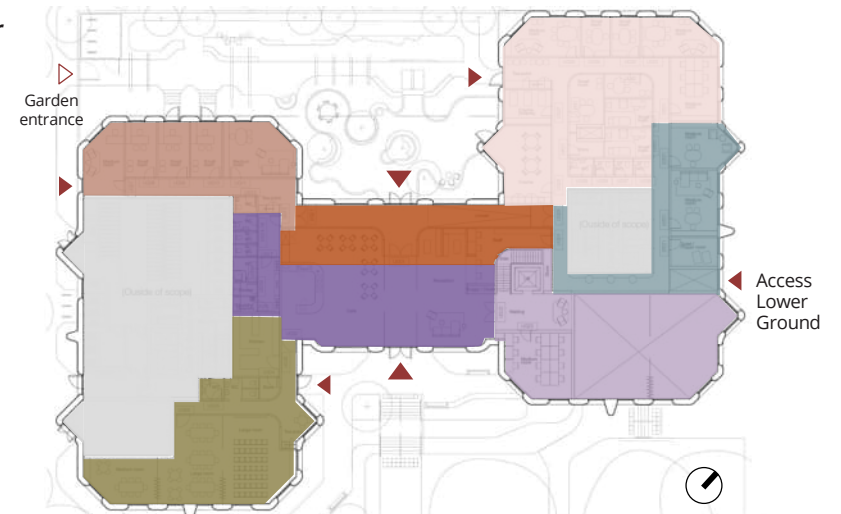
- Reception (triage)
- Shared Support / Education
- Waiting Area
- Community & Wellbeing
- Specialised Service and Advice
- Service providers
- Shelter/ Individual Support

- ◆ Interior semi-controlled access*
- ◆ Control interior access**
- ▲ Controlled entrance
- ▲ Public/ semi-controlled entrance

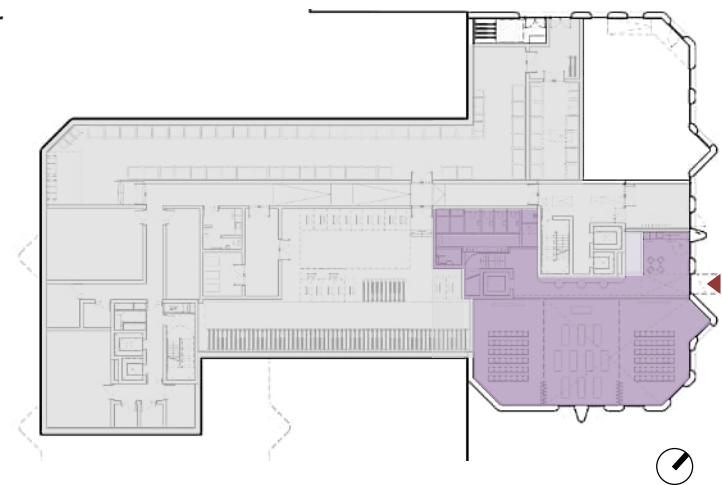
* Women with permission can access the space

** Only women accompanied by particular service providers or personnel can access the space

Indicative Upper Ground Floor

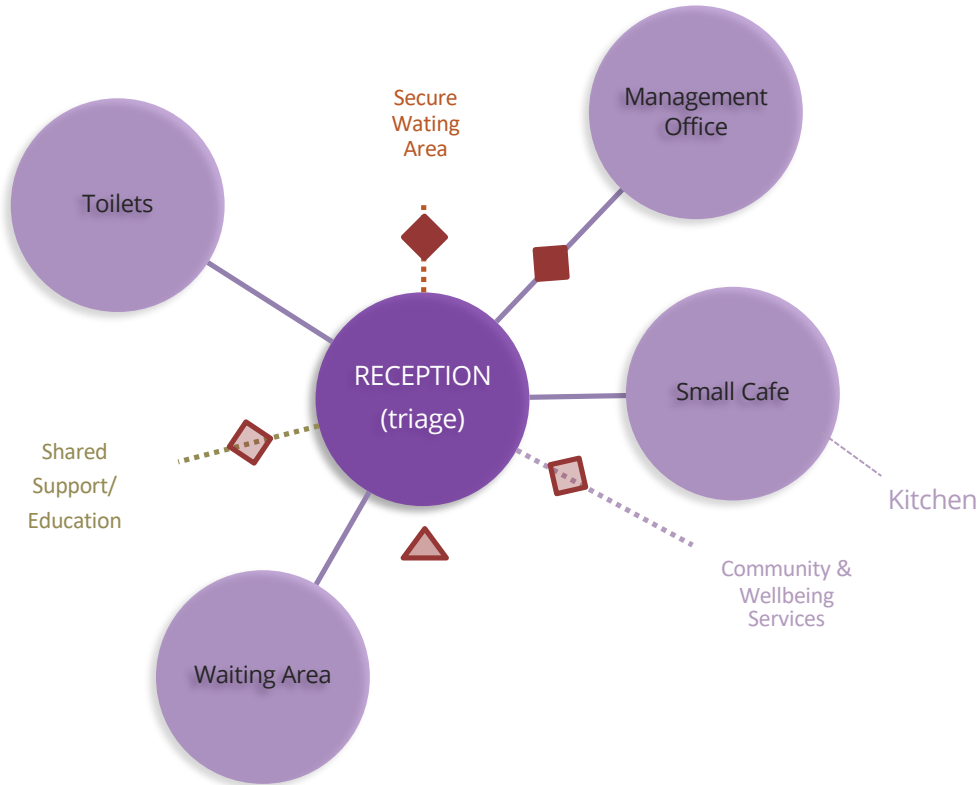


Indicative Lower Ground Floor



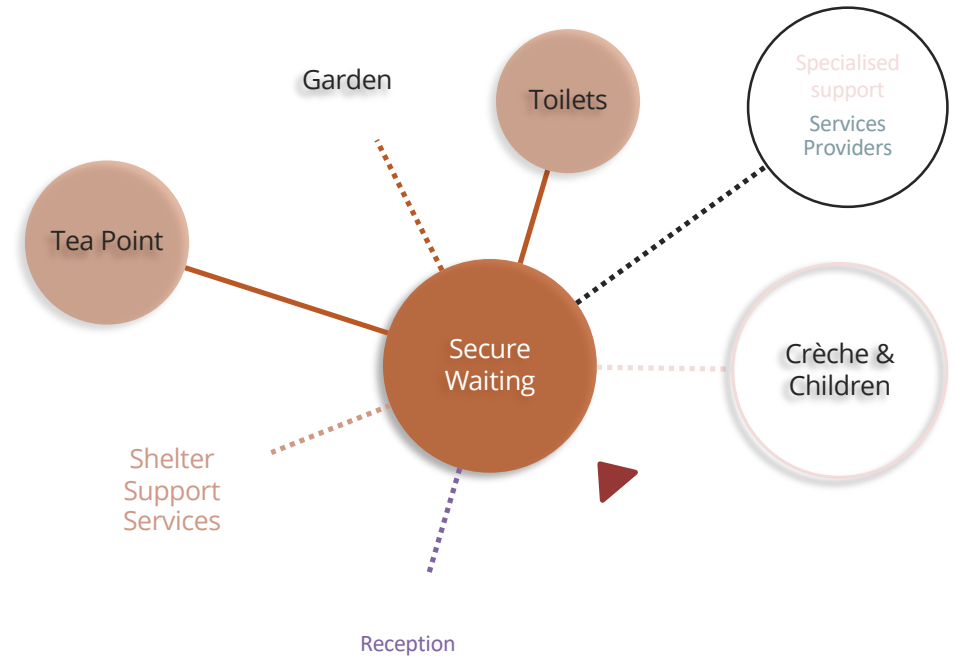
Spatial analysis of building proposal

Spatial organisation



Services / Facilities

- Signposting
- Triage
- Check-in/reception
- Open cafe
- General Advice
- Buggy Parking
- Noticeboard

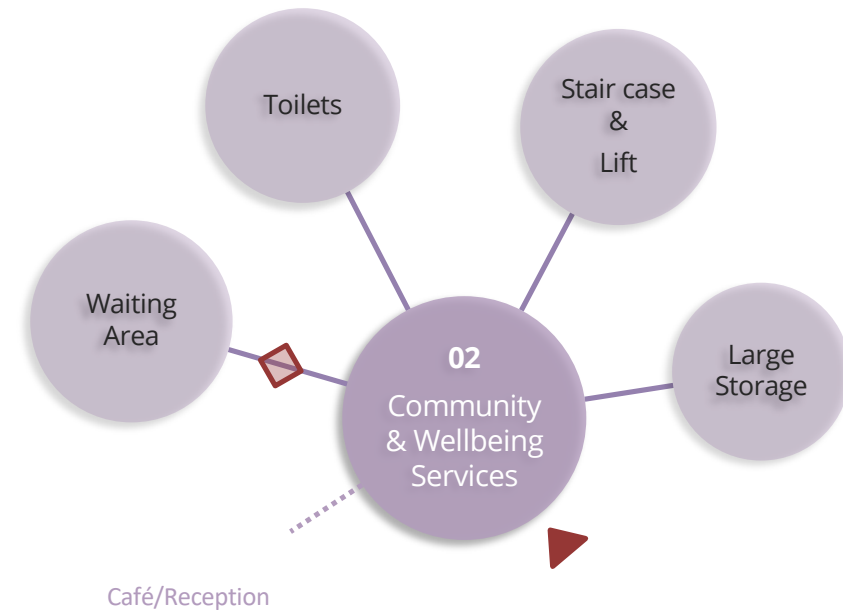
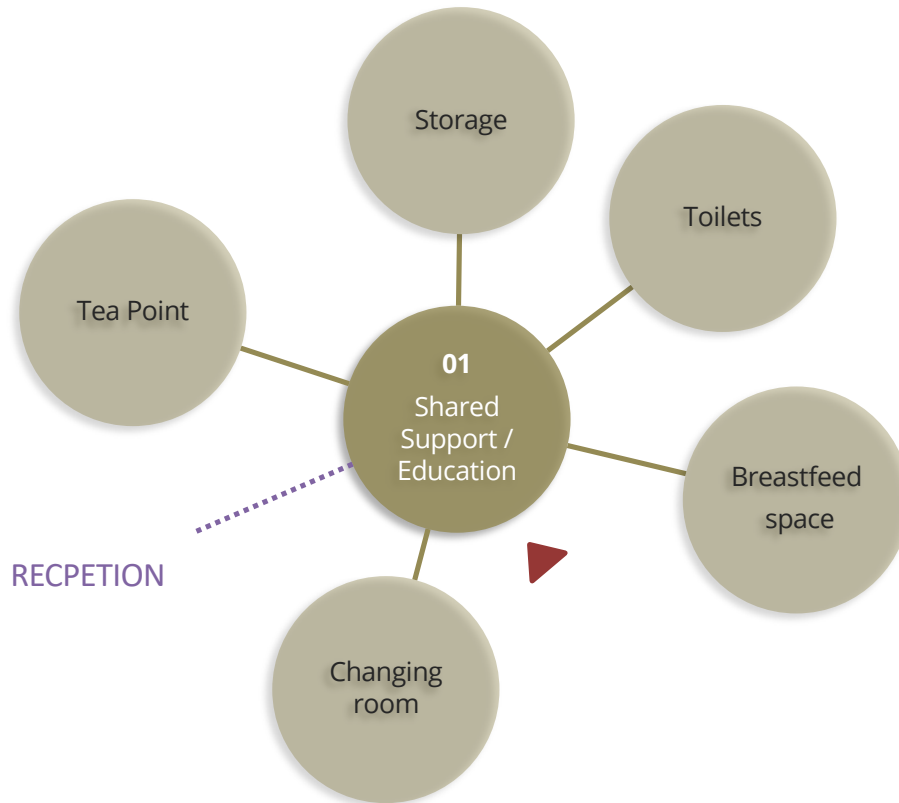


Services / Facilities

- Check-in/reception
- Waiting for a secure area
- Café
- Access to garden

Spatial analysis of building proposal

Spatial organisation



Services / Facilities

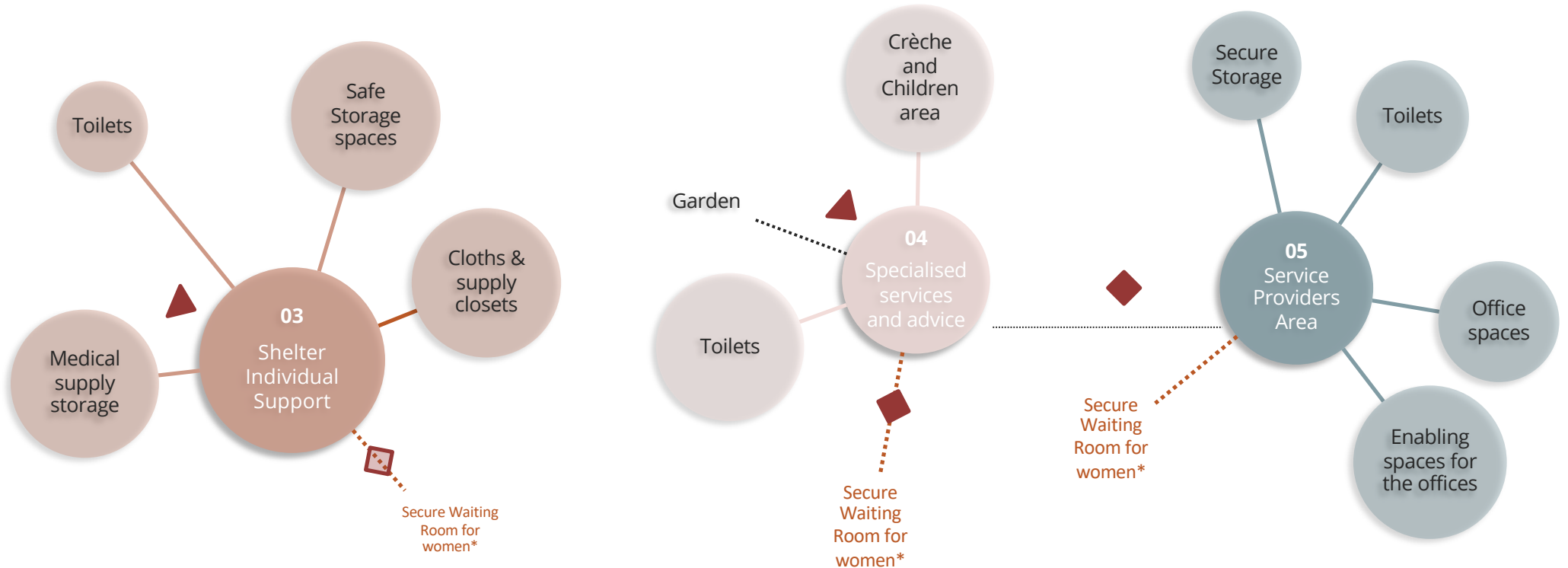
- Pre/postnatal support
- Health education & prevention
- ESOL Class
- Educational programmes
- Workshops
- Group activities
- Group meetings

Services / Facilities

- Community events / multipurpose room
- Fitness classes / yoga
- Recreational activities
- Art Activities
- Wellness workshops
- Large Kitchen
- Small kitchenet

Spatial analysis of building proposal

Spatial organisation



Services / Facilities

- Sexual health services
- Mental health services
- Domestic abuse services
- Individual counselling
- Small group counselling rooms
- Criminal justice services
- Probation services
- Clothes supply
- VAWG services

Services / Facilities

- Legal advice
- Finance advice
- Housing advice
- Employment support
- Immigration advice and support
- Group therapy sessions
- Creche
- Children waiting area

* The three areas have a direct connection with Secure Waiting Room

Services / Facilities

- Drop-in offices / hot-desking
- Meeting rooms (large, medium, small & individual)
- Safe storage space
- Tea points/eating area
- Anchor office spaces

Spatial analysis of building proposal

Conclusions

Further detail on the spatial analysis on the likely spatial requirements of the services that will be operating from the building is given in Appendix D.

The conclusion of this analysis is that the currently proposed space provision and layout is generally in keeping with the likely space requirements of the services that are expected to be delivered from the building.

As no one operator has been identified as of yet and none of the service providers were yet in a position to confirm accurately their likely space needs, however, further work will be required in the coming months, in developing a commissioning plan and identifying an operator, to further test the space provision against the requirements of the final operator(s).

For now, the focus needs to continue to be on promoting **optimum flexibility** across the spaces provided and on ensuring the building can accommodate a multitude of service providers at any one time.

Current indications suggest considerable interest from service

providers in operating from the building on a permanent, regular or ad hoc basis. As such careful consideration will be required in developing the detailed design of the building, as to how the spaces can best be provided to encourage optimal programming and **promote integration, co-location and shared use** as much as possible.

Back of house/office space will be required for those with a permanent operation in the building, but, for those using the building on a regular or ad hoc basis, the focus will be on spaces for service delivery.

Storage space will be required across most types of users, ranging from paper records through to workshop equipment and sanitary supplies.

Safety, security and privacy will be a critical consideration for some services, particularly more targeted advice and support services, as well as some of the more sensitive healthcare services.

Sound-proofing of interview rooms will be essential to maintain confidentiality and privacy at all times.

Access into the building and through the building should continue to have strong focus in developing the detailed design

Sanitary provision for both women and young children should be plentiful and easily accessible throughout the building.

Throughout the building, the focus should remain on providing **child-friendly spaces** that support women to attend events, activities and appointments with young children as needed.

Technological provision to support office use and education programmes will be a fundamental requirement. This may include interactive whiteboards, television screens and fast broadband access as well as multiple power sockets in each room at accessible heights and locations.

Shared reception space for all service providers needs careful consideration to allow friendly and discrete wayfinding to other services across the building.

Event space and multi-purpose rooms at the front of the building remain strongly in demand and provide the key opportunity for providing the feeling of joy and celebration that so many women spoken to throughout this process, have requested the building provide. These spaces are currently proposed to be independently accessed to enable discrete use without needing access through the wider building and this will remain important to enable use out of core hours.

As a general conclusion, therefore, the current proposals for the design of the building are deemed appropriate to the expected end-use. However, the exact use and programming of the spaces will not be able to be determined until an operator(s) has been identified and so these recommendations and conclusions should remain under constant review throughout the next few months.

EMERGING CONCLUSIONS, FUNDING STRATEGY & NEXT STEPS

Emerging Conclusions

Fit out

A careful balance is going to need to be achieved between agreeing the full specification for the fit-out before the identification of the eventual operators of the building to ensure there is still some opportunity for the operator(s) (and its service users) to influence the fit-out to meet their specific service delivery needs.

An emerging conclusion of this work, however, is that it is most likely that the operating model will be one of two or more service providers coming together to run the building as a form of consortium/collective rather than a single operator. Further, the ad hoc and regular use of a wider range of service providers will mean that the building will need to retain a level of flexibility to accommodate a range of different activities and providers.

As such, the feedback received through engagement with service providers, existing women's centres and community buildings and, most importantly, with women with lived experience identified a number of areas of focus for consideration in the fit-out of the building, which represent best practice in the provision of women's space which

be considered now as basis for the fit-out specification, regardless of the eventual operator.

These include:

- The use of flexible fittings where possible/appropriate should be prioritised to enable a range of different types of activities to be run throughout the week.
- Secure entrances to the building and secure/managed access to some of the more private spaces towards the rear of the building to ensure the security of the most vulnerable of women using the building.
- Appropriate treatment of the gateways between the more public and more private spaces to enable the sentiment of joy and celebration towards the front of the building, whilst ensuring sensitive and discrete provision of more targeted services in the private spaces of the building.
- Several points of welfare/kitchen facilities throughout the building to accommodate a range of occupiers at the same time.

- Planting and rugs to feel homely and welcoming.
- Allowing for a priority of natural light throughout the building and an avoidance of artificial strip lighting.
- No use of exposed brick in the interior of the building to prevent triggering memories of incarceration.
- Positive images and accounts of women who have overcome adversity.
- A plaque of names in the building for all those who have been involved.
- Art work from women that have been incarcerated.

Further considerations for the fit-out that we would recommend further testing with the eventual operator(s) (and its service users) of the building, include:

- Careful arrangement of the reception area to encourage warmth and wayfinding with discretion and safety.

- Touchdown spaces and ad hoc meeting spaces to enable remote/community-based workers to use the building as a hub.
- Generous kitchen space in community hall to enable fee generating activities.
- Flexible fit-out of café area to enable group cooking activities and group meals.

Emerging Conclusions

Governance & Operations

In identifying the right operating model for the building, the focus first needs to be on commissioning services that identified through the combination of data analysis, research and engagement undertaken through this Feasibility Study that will inform the Commissioning Plan in the next stage.

Identifying service providers able to meet those service requirements and prepared to take on the operation of the building will require some creativity and likely some additional capacity-building support from Peabody and LB Islington.

From the engagement undertaken so far, indications suggest that it will be difficult to identify a sole operator to take on the whole building and deliver against the service needs identified.

Instead, the operating model is more likely to be a collaboration between 2-3 established service providers looking to relocate their main operations to the Building but not able to take on the full operation of the building.

The Commissioning Plan should be flexible enough to identify such an

arrangement and the individual service providers committed to becoming involved in the operation of the building.

It is likely therefore that further work will then be needed to support these multiple agencies to come together in one operating model for the building.

To ensure robust governance of the building as well as joint fundraising for the running and operational costs of the building, it is recommended that a joint partnership arrangement (such as a Trust or similar) be established to bring the multiple service providers together under one governance structure whilst allowing them to maintain their own status as single service providers.

Capacity building and support will likely be needed to identify the right structure for the operator(s) and wider service providers to come together in a partnership arrangement and to then support the organisations to form their partnership arrangement.

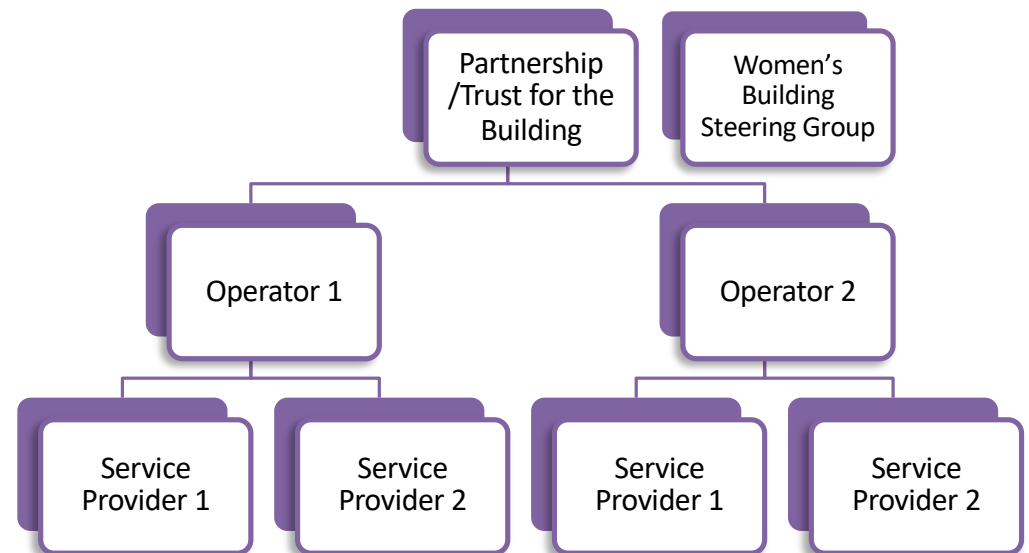
Service providers may also seek legal advice and support may also need to be given to determine the right

charitable structure to set up to enable optimal fundraising and income generating activities as a single entity for the building whilst not jeopardising their ability to fundraise as separate service providers.

Consideration as to the recruitment and management of building management and ancillary staff will need to be built into the operating model. This is likely to include the management and maintenance of the

building overall and the booking and programming of communal/shared spaces throughout. To provide greatest efficiency and coordination, these staff should be recruited by a single organisation responsible for deploying them across the Building.

This will need careful thought to ensure adequate provision for their management and welfare within the established structure.



Governance Structure

Emerging Conclusions

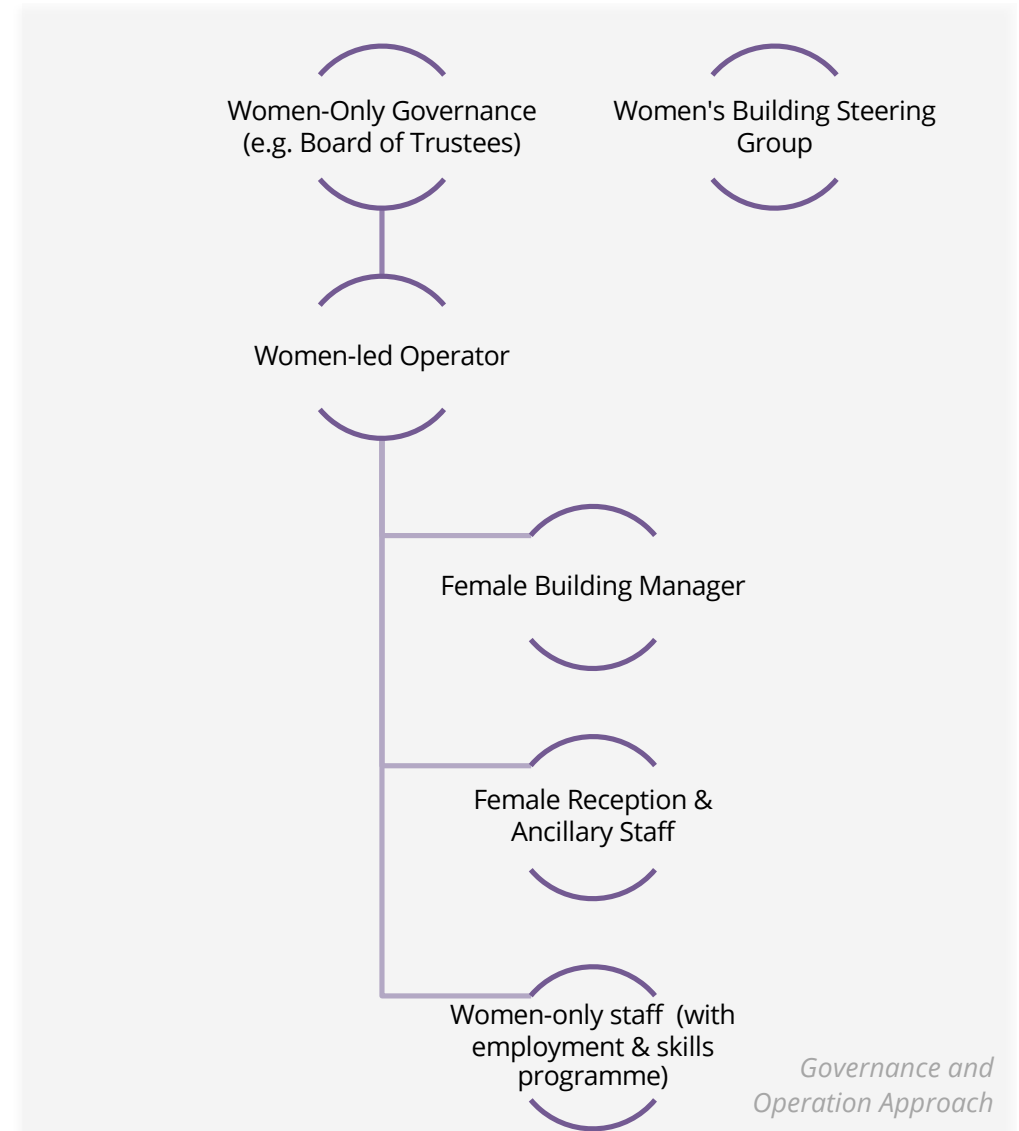
Governance & Operations

Other consistent feedback received through the engagement stressed the importance of a women-only approach to the running and management of the building.

This includes:

- i. **Governance:** ensuring a women-only governance structure with the associated board, or appropriate decision-making forum being solely represented by women. This includes consideration of the relationship with the existing Steering Group¹ and representation from the local community.
- ii. **Operation:** to be women-led organisation operating the space and, where possible, providing women-only staff with ongoing training and mentoring support.
- iii. **Employment & skills opportunities:** identifying, where possible, new skills and employment opportunities for local women, particularly those from more vulnerable backgrounds, in job roles required for the successful running of the building.

¹ The Steering Group is currently set up to oversee the development of the building. The terms of reference and membership of the Steering Group may need review to adapt to overseeing the operational phase of the building.



Emerging Conclusions

Governance

A key recommendation arising from the engagement was the establishment of an all-female governance structure to oversee the set-up and operation of the Building.

The role of the new governance structure should include oversight and monitoring of:

- Delivery against mission, purpose and values
- Financial management and decision-making
- Senior staff appointment and dismissals
- Quality of service delivery
- Fulfilling lease obligations
- Measuring of impact
- Safe and appropriate staff management
- Health and Safety - including safeguarding of service users and staff
- Strategic communications and marketing

In selecting the members of the governance structure these should be individuals committed to the values and principles of the building but also with the appropriate skill sets to ensure good and safe management and operation of the building and services delivered from it.

These skills should include:

- Financial management
- Human resources and staff management
- Safeguarding and experience of working with vulnerable women
- Building management and maintenance
- Legal advice
- Health and Safety
- Fundraising and investment
- Measuring impact
- Communications and marketing

This structure should include representation from Islington Council and/or representation from the local community (the latter to be agreed by Islington Council).

Critically the interaction between the new governance structure and the existing Women's Building Steering Group needs careful consideration.

Options could include:

- A merging of the Steering Group and the new governance structure to provide a single board of expertise and strategic direction.
- A continuation of the Steering Group in its current form to act as an Advisory Board to the Building.
- A conversion of the Steering Group

into a monitoring and scrutiny group to ensure the conditions of the lease terms are being met.

Staff & Management

Across the case studies we considered and the operation of current services, it is clear that the management and staff of the building should also be all-female.

This will require targeted recruitment activity by the entity responsible for the management and operation of the building but also tailored training, support and mentoring arrangements to ensure a representative staff and management structure reflecting the women the building has been set up to serve.

This should include identifying, where possible, new skills and employment opportunities for local women, particularly those from more vulnerable backgrounds, in job roles required for the successful running of the building.

Careful consideration as to the integration of transgender and intersex people into this structure should follow established Peabody & LBI policy.

Case Study

The [Women's Centre Cornwall](#) is constituted as a charitable company limited by guarantee, registered with both the Charities Commission and Companies House. As a charitable company limited by guarantee, The Women's Centre Cornwall is liable for its own debts, can own property and transact business with other organisations. It does not have share capital, however.

The Women's Centre Cornwall has directors: the directors are also trustees for the purposes of the Charities Act and under the company's articles are known as members of the Board of Trustees. All members of the Board of Trustees give their time voluntarily and receive no benefits from the charity.

The trustees are all women, as is the Chief Executive and all of the staff.

Emerging Conclusions

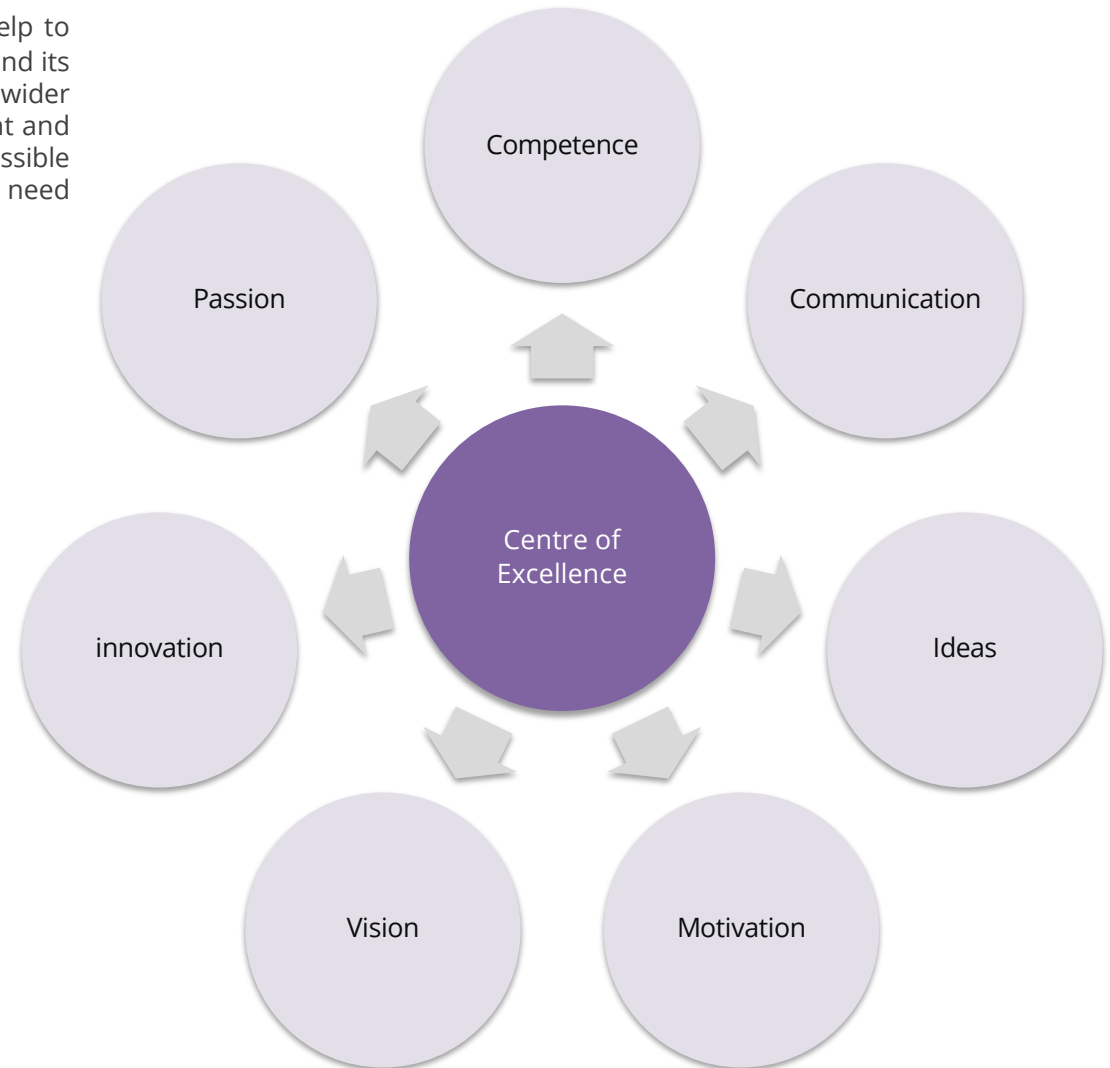
Excellence

As one of the largest dedicated women's spaces in Western Europe, the Women's Building should strive to hold the profile and stature that befits it. As such, it has the potential to be a centre of excellence and innovation in women's services, driving collaboration and integration between the eco-system of statutory and voluntary services to women, as well as working to inform policy regarding supporting women, both in the criminal justice system and in situations of vulnerability.

By providing a physical space to drive collaboration and knowledge sharing between different organisations, the Women's Building could complement the existing online centre of excellence created by the Labyrinth Project and Solace Women's Aid: <https://www.womancentre.co.uk/>

The potential to partner with an academic institution could be considered to provide an opportunity to continuously review the need and impact of the services being delivered in order to both inform the future operation of the centre but also to inform women's services across London, the UK and even internationally.

This position of advocacy will help to raise the profile of the building and its service, helping to attract wider interest, support and investment and also ensure the strongest possible service provision for women in need in Islington.



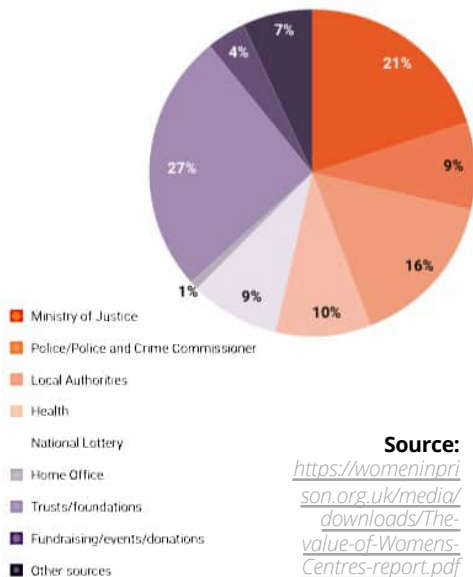
Funding Strategy

Introduction

It is clear from the research and the engagement with service providers that funding in the women's sector is insecure and often hand-to-mouth, with most service providers having to apply to a range of different trusts, foundations and council/government sources on a very regular basis.

In addition, this funding is usually short-term and often is targeted to actual service delivery with associated key performance indicators.

Percentage of Funding Received by Source for Women's Centres



Many service providers are already expert in securing short-term funding from trusts and foundations – as demonstrated through the engagement undertaken by this study and through the recent survey carried out by Women Prison (see opposite) which found that *"..each Women's Centre was typically relying on 20 or more separate funding streams, all with different delivery and reporting timeframes and requirements, resulting in a constant need to identify new funding opportunities."*

Whilst some providers have been able to secure contributions to core funding (often as grant from LB Islington, or their local council), the majority fund operational and overhead costs through a variety of small contributions from a wide range of funding sources.

For a building of this scale with the ambitious delivery proposals and impact intentions, however, it is clear that a stable revenue funding stream to support core costs of operation will be needed.

This is in addition to the upfront capital costs of the initial fit-out that will be needed.

Based on the case studies reviewed, this could be in the region of £1m/year.

Whilst Peabody and LB Islington will be leading the fundraising efforts for the fit-out of the building, the ongoing running costs will need to be met by the building operator.

As such, a robust and carefully structured fundraising strategy needs to be developed for the building that can secure the capital and revenue funding needed to give the building a secure and stable grounding through its initial set-up and into its first few years of operation.

This will require an approach that moves away from the usual established grant programmes, that the service providers are already well adept at securing funding from; and into consideration of alternative sources that will be prepared to support the initial set-up and operation of the building instead of the service-level outputs.

It is likely that this will include:

- High net worth individuals and philanthropists
- Strategic/tailored funding commissions from larger trusts and foundations
- Donations and sponsorship from contractors and developers working with Peabody, LB Islington and the Ministry of Justice
- Potential sponsorships from

corporations with aligned values

- Crowdfunding and community fundraising.

It is likely that many funders/investors will be encouraged by the advocacy and learning role that the building has the potential to play in influencing policy and change.

An ongoing relationship with an academic organisation can help to measure impact and report back to funders and investors, whilst also allowing constant review of need, approach and impact to refresh service provision accordingly in response to findings. A funder/investor needs to be supportive of that flexible approach and be an investor keen to see the investment in innovation.

The findings of this Feasibility Study and the forthcoming Commissioning Plan should provide a strong evidence base of the demand for the buildings and the services that will be delivered from it. This will support the case for funding and investment and can form the basis of many standard funding applications as well as helping to make the case to alternative funding sources.

However, there are a number of other critical considerations that come into play in securing secure and stable funding from alternative source as follows on the next page:

Funding Strategy (continued)

1. Governance Structure

As outlined in the previous section, the governance structure of the building will be crucial in communicating clarity of purpose, scrutiny of service and impact and in ensuring appropriate representation in decision-making.

It is recommended that a new governance structure is established to secure this approach and alignment with Charitable Commission regulation. In regard to fundraising, it will also be important to think about the prominence of the Chair/Lead of the new governance structure and their ability to bring profile to the Building as well as a network of other high profile individuals able to reach out to a range of funders and investors. The wider members should also be selected on the premise of a strong commitment to fundraising.

In securing funding through the Trust the appropriate accountable body for the funding will need to be considered. This may be Peabody or one of the lead partners operating from the building as deemed appropriate by the funder and Trust..

2. Vision, Mission, Values, Purpose and Outcomes

Establishing these from the outset will be critical in communicating the strength of commitment to achieving positive outcomes for women and enabling funders and investors to identify their alignment with them

3. Naming the Building

The name of the Building will be critical to convey its purpose and values and encourage financial support from funders and investors whilst building ownership and use from the local community. Careful thought must be given to the name and it is recommended that this is discussed and tested with women with lived experience before adopting.

4. Status of building

Careful thought needs to be given to the status of the building to enable fundraising activity as well as self-generating income activity through paid for events, etc. This will need to be considered within the legal status of the operators of the building but consideration of establishing a Trust, Charity or Community Interest Company could enable a greater level of fundraising from a range of sources and private individuals.

5. Fundraising

In the employment of a fundraiser, it will be important to consider the focus of the fundraising to ensure recruitment of the right skill set.

Funding should include a range of approaches from Trusts and Foundations, to high net worth individuals, to crowd-funding to raise profile and community ownership.

As such fundraising activities are likely to include:

- Applications to grant funding streams from charitable trusts and foundations
- Strategic conversations with trust and foundations and other anchor institutions about one-off grants or specific funding commissions
- Targeted approaches to contractors and developers involved in the supply chain for Peabody, LB Islington and the Ministry of Justice.
- Meetings with high net worth individuals to encourage one-off donations or sponsorship
- Fundraising events with corporations and potential sponsors
- Community fundraising events and crowdfunding campaigns

6. The Operator(s)

All of the above will be difficult to fully resolve without first selecting the operator(s) of the building. Without confirmation on who will be running the building, the mission, values, purpose, outcomes, governance structure or status of the building will be difficult to define.

The likelihood of there being more than one operator for the building will mean that the form of collaboration between those operators will need to be agreed as part of the governance of the building and the status that is adopted.

Further, fundraising efforts will need to complement and coordinate with the fundraising efforts of the individual operator(s).

7. Potential Funding Streams

Mapping of potential funding streams is given in Appendix E. These consist of charitable trusts and foundations with a focus on supporting women and girls. These funding sources are predominantly revenue-based to support service delivery and will be well known to service providers working across the women's sector and may already be accessed by some

Funding Strategy (continued)

of the service providers with potential to occupy the building.

In relation to the funding of the fit-out costs of the building, there is the potential to target alternative capital grants from more universal grant providers such as National Lottery funding – particularly the Reaching Communities Fund: <https://www.tnlcommunityfund.org.uk/funding/programmes/reaching-communities-england>

In addition, there are a number of government departments that offer grant funding and/or investment in projects supporting those involved in the justice system, worthwhile community projects and initiatives intended to support the most marginalised and vulnerable in society.

These include:

- The **Mayor's Office of Policing and Crime (MOPAC)** – MOPAC and the Mayor's Violence Reduction Unit already provide a number of service providers with funding to deliver support services to women in touch with the criminal justice system.
- **LB Islington** – the council provides core funding to a number of the

service providers supporting women in the borough.

- **Greater London Authority** – the GLA periodically releases grant schemes to support capital projects promoting good regeneration and inclusive growth in the city.
- **Ministry of Justice** – with a clear business case already established for the role of women's centres in reducing longer-term spend in the criminal justice system and wider social support services, it is possible that an approach to the Ministry of Justice could be made to support the Building. Additionally, drawing on the large contractors supporting the MOJ through their established framework could also secure additional contributions and donations for both the fit-out and operation of the building.
- **Department of Levelling Up Housing and Communities** – DLUHC is expected to release details on the next round of Levelling Up funding shortly which may be suited to this scheme.

Donations and contributions from developers and contractors could include approaches to those recently selected for the Ministry of Justice's Construction Framework, Peabody's relative framework(s) and framework suppliers to the London Borough of Islington.

8. Funding timetable

The approach to fundraising will be phased to account for the set-up and operational stages of the building. Responsibility will also be split between the different partners involved in the project.

Through the Section 106 agreement, Peabody is responsible to appoint a Fundraiser and use all reasonable endeavours to raise funding for the fit-out of the building.

The findings of this feasibility study, however, suggest that a longer-term view to fundraising should also begin almost immediately and be the joint responsibility of the Joint Steering Group to help secure funding for the operation of the building for a period of three years to help ensure a strong and sustainable start for the building.

As such, the diagram overleaf suggests an indicative sequencing of fundraising activities for the Building,

summarised as follows:

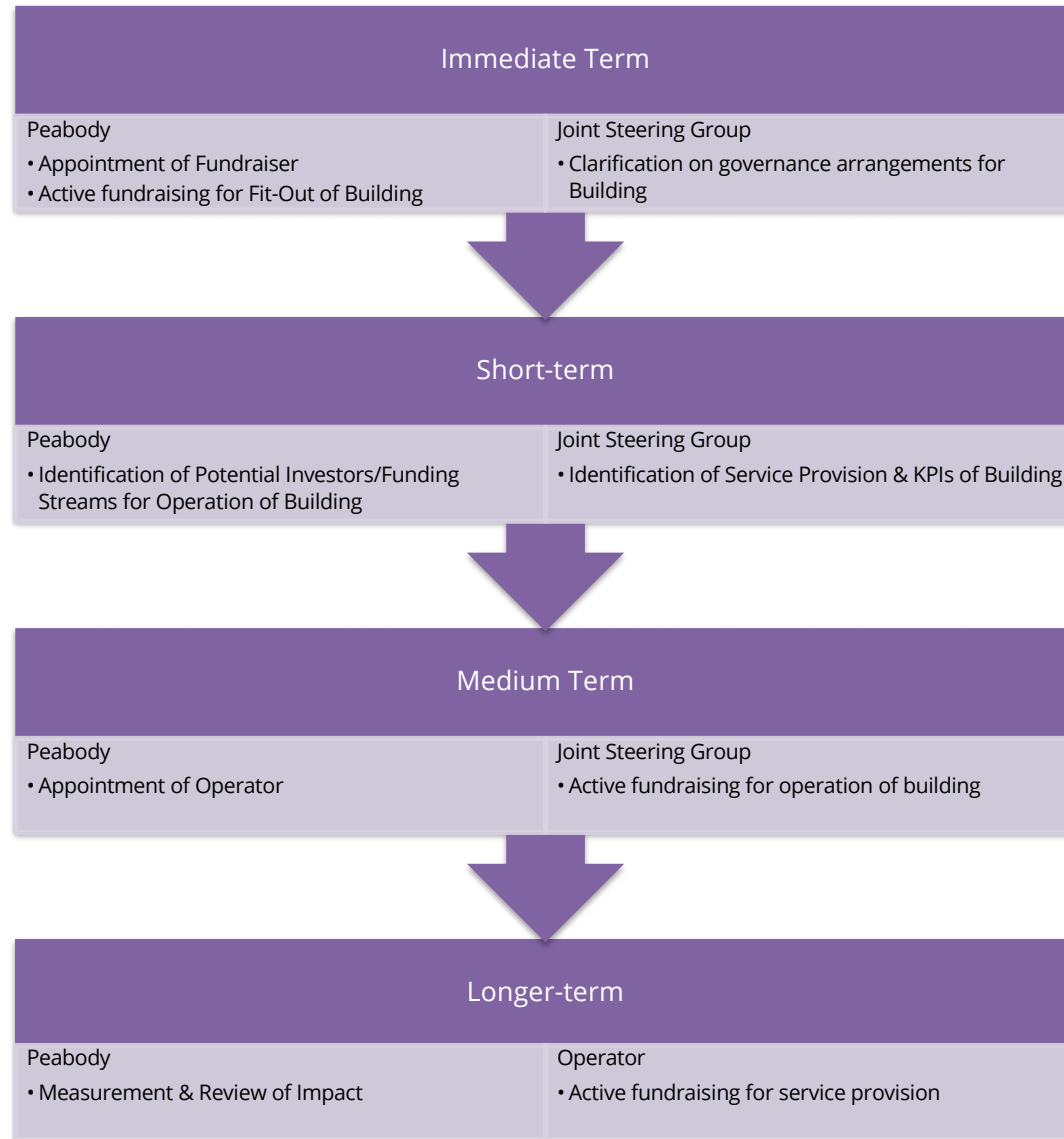
Immediate Term: The consideration of potential funding streams for the fit-out of the building should begin immediately. Whilst the total specification and budget is not yet finalised an indicative budget has already been identified through the design process which can provide the basis of the fundraising activity at this time.

Short-term: In the short-term the focus will need to be on defining the service provision and expected impact of the Building to enable the attraction of funders and investors in the medium term. Alongside, the mapping of potential funding sources should be undertaken by the fundraiser appointed by Peabody in readiness to begin engagement in the next stage.

Medium-term: The approach to funders for the longer-term operation of the building should then begin. This will be more successful if undertaken once the KPIs and impact has been established and can be communicated to the potential investor. Alongside, Peabody's appointment of an operator will help to clarify the service offer further and give confidence to potential funders and investors of the successful operation of the building.

Funding Strategy (continued)

Longer-term: Beyond the initial fundraising efforts for the fit-out and wider operation of the building, responsibility for the services to be provided from the building will be the responsibility of the operator(s). Peabody will continue to work with the operator(s) to monitor impact of the Building to enable the continued review and refresh of funding sources.



Concluding Remarks

As the previous sections have demonstrated, the building is well set up to accommodate the services required and offered by the sector.

There is clear demand for a mix of universal services and activities to **promote joy & celebration** with more formal targeted support services.

At the current time, the indication from the women's organisations engaged in this process is that **demand will outstrip the supply** of space provided.

This bodes well for being able to lease out the space available once the building is open in 2027 if the groundwork is done between now and then to secure commitment to the Building.

For now, then, the focus needs to be on ensuring that the fit-out of the building responds to the findings of this study to **accommodate the flexibility needed and to support safe and comfortable use**. Of particular importance will be access through the building and the use of gateways between different parts.

Whilst it would be preferable to have an operator identified before confirming the final fit-out arrangements, if this is not going to be possible within the required timeframe, then there are a **number of specifications that have already been identified as demonstrating best practice** and are likely to be universally supported by the service providers to be engaged (see Section 11). This can be further tested over the coming months through **ongoing engagement with the Steering Group, with service providers and with the groups of women with lived experience** who have expressed their interest in continuing to be involved in developing the plans for the Building.

In determining the approach to the Commissioning Plan, initial data analysis has suggested the type of services that are required due to either high demand or due to a lack in provision. This **data should be used as basis for developing a commissioning plan** that focuses on securing the right service provision for the Building.

Additional work is also needed to

consider the potential options that will be available to identify and appoint operators to take on the building.

The indication is that this may not be a single operator but a **consortium/partnership** of two or more.

The next steps, therefore, need to include **further market engagement** with the service providers who have expressed an interest in being part of the building to further confirm their interest, their requirements and their capacity to be involved.

Alongside, potential **governance arrangements** between the eventual operator(s), Peabody, LB Islington and any evolution of the existing Steering Group needs to be further explored to agree the appropriate arrangements.

The following page summarises the priority actions for the coming months for Peabody to take forward in developing a commissioning plan that can be confident of securing a sustainable operating model for the Building.

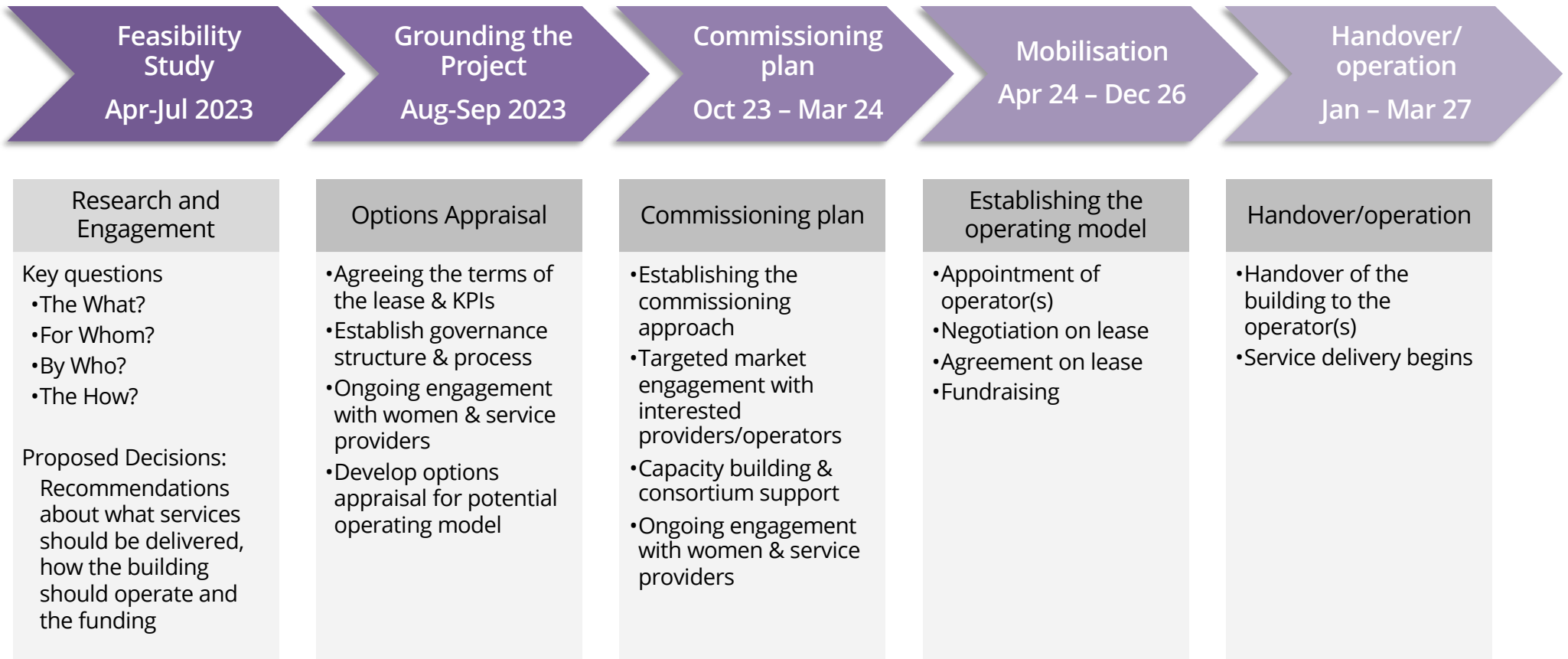
What is clear, however, is that this is a Building well supported throughout the women's sector and the local community. It has the potential to be an exemplar facility that is recognised as a Centre of Excellence and one that advocates for and influences movement forward on women's issue.

The scale, design and layout of the building is such that it will encourage and support greater collaboration between service providers in Islington and across London resulting in a stronger sector and a more effective and comprehensive service offer to women.

Finally, the opportunity for the Building is to promote joy and celebration amongst women. Through its social spaces and its ability to host diverse activities it will help to build peer support networks amongst women and to provide inspiration and new chances for women from all backgrounds.

Next Steps

NEXT STEPS



APPENDIX

Appendix A – EXISTING PROVISION

Existing provision - Local Offer

ISLINGTON COMMUNITY CENTRES

Islington has a unique and vibrant voluntary sector providing a diverse offer across its community groups and centres and through targeted services. The borough has a deep history of community organisation groups, the volunteering sector and activism. Within this context there are now over 35 community centres operating in the borough offering a broad range of services and activities. These are shown in the list and map opposite.

- Caxton House Community Centre
- Elizabeth House Community Centre
- Finsbury Park Community Hub
- Hanley Crouch Community Association
- Highbury Roundhouse Youth & Community Centre
- Hilldrop Area Community Association
- Homsey Lane Estate Community Centre
- Mildmay Community Centre
- Peel Centre
- St Luke's Centre
- Team Cally/BVMO
- Whittington Park Community Association
- Andover Community Centre
- Holloway Neighbourhood Group
- Light Pro International
- Muslim Welfare House
- The Peel Institute
- The ARC
- Half Moon Crescent Community Centre
- Jean Stokes Community Centre
- Goodinge Community Centre
- Lorraine Estate Community Centre
- Girdlestone Estate Community Centre
- Hargrave Hall Community Centre
- Saint Gabriel's Community Centre
- Holloway Estate Community Centre
- Ringcross Community Centre
- Conewood Street Children's Centre
- Rose Bowl Youth Centre
- Mildmay Community Centre
- Almorah Road Community Centre
- Bentham Court Community Centre
- Hugh Cubitt Centre
- Manor Gardens Centre
- Popham and Cummings Community Centre

35+ 

Existing Community Centres in Islington

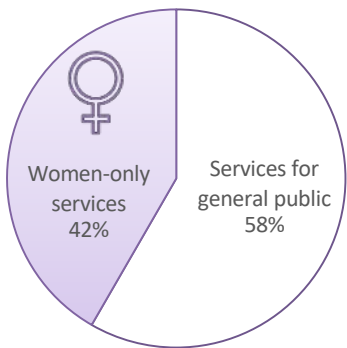


Existing provision - Local Offer

ISLINGTON SERVICE PROVISION

There are a number of women's services available in Islington. Most services are delivered through community spaces with multiple organisations operating from the same space. The exception to this is The Maya Centre and Advance.

Of the services identified, 42% are dedicated to providing women-only services, whilst others provide services for women within a wider, universal offering as follows:



35+

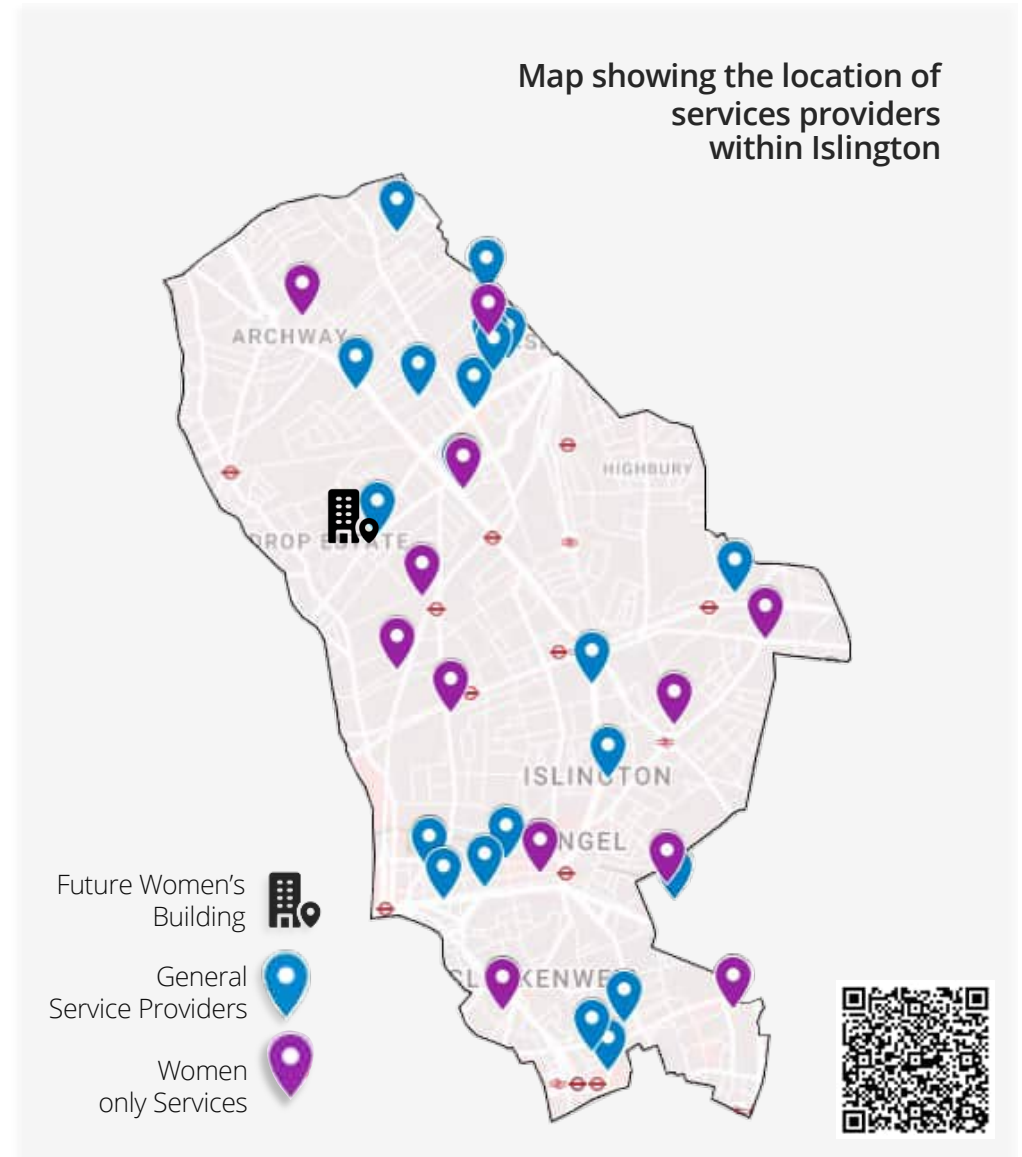


Existing organisations delivering services for women in Islington

- CASA Family Services
- Advance Charity Women's Centre
- The Maya Centre
- Better Lives
- Family Action
- Prisoners Advice Service
- Al-Anon Family Groups
- Anna Freud Centre
- Women's Resource Centre (WRC)
- Choices Islington
- Islington Citizens Advice Bureau
- Curse Bereavement Support
- Hibiscus – For Social Justice
- Migrant Voice
- London Friend
- Advance Women's Centre
- Family Action
- Action for Children
- Imece Women's Centre
- IKWRO
- Imkaan
- Islington Arts Factory
- Working Chance
- Rights for Women
- Manor Gardens Trust
- MEWSO
- Mind Islington
- Minority Matters
- Prison Reform Trust
- Rosa
- Single Homeless Project
- We are with you
- Young Women's Trust
- Women in Prison
- Islington Women's Aid
- Working Chance

Note: Locations shown are the registered addresses of the organisations, not necessarily the point of access for the service

Map showing the location of services providers within Islington



Existing provision

LONDON OFFER – SERVICE PROVISION

When considering the wider offer of services available to women across London, the range and scale of the women's sector is extensive. This varies in the focus and approach to women's services from campaigning for women's rights, to targeted services and support, to dedicated women's centres.

The list below provides an example of a number of dedicated women's spaces:

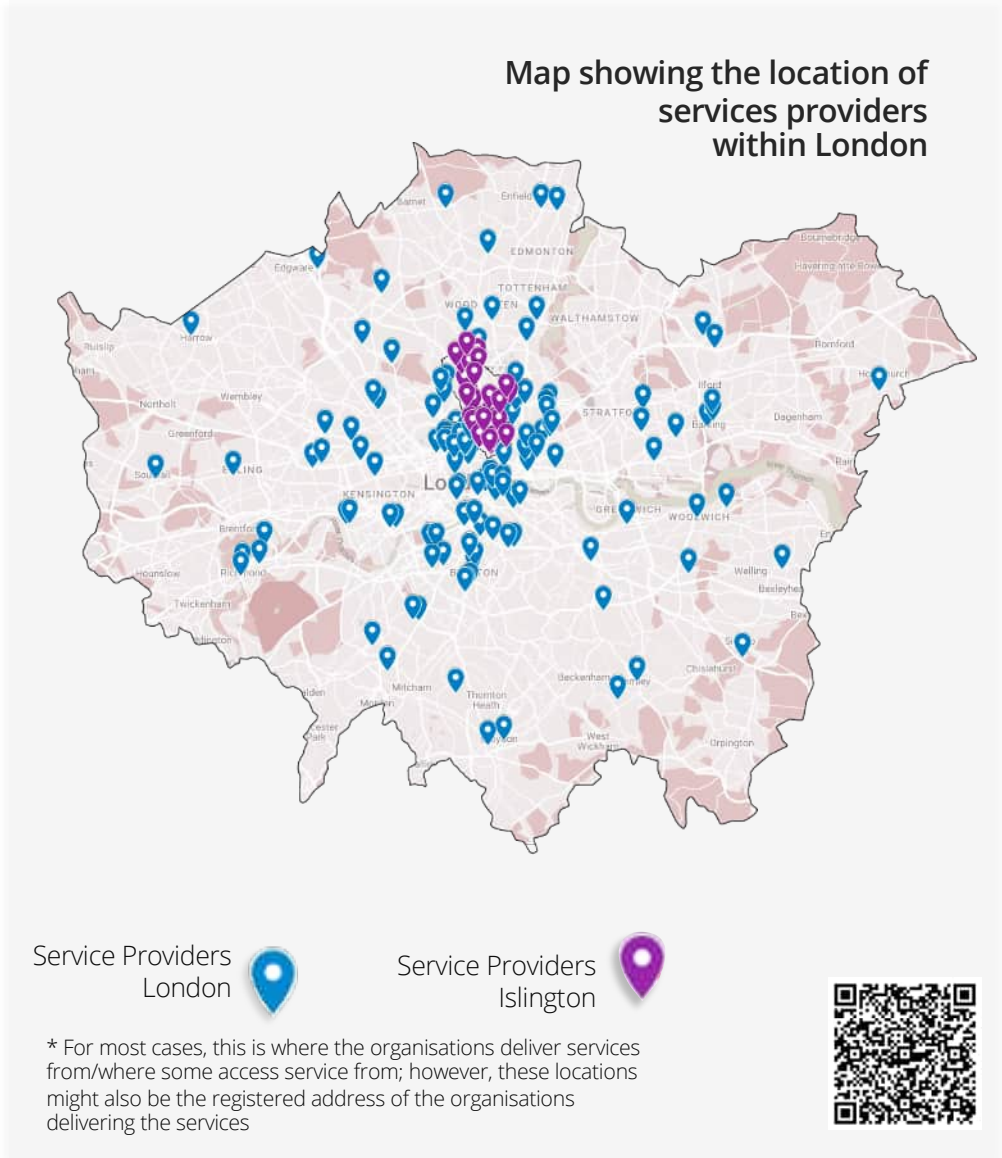
- Hillingdon Women's Centre
- Kingston Women's Centre
- Sutton Women's Centre
- Bexley Women's Aid
- The Beth Centre
- Bromley & Croydon Women's Aid
- Women's Health and Family Services
- Hopscotch Women's Centre
- Henna Asian Women's Group
- West Hampstead Women's Centre
- Crossroads Women's Centre
- Women's Resource Centre
- Middle Eastern Women's Organisation
- Imece Women's Centre
- Enfield Saheli
- Adanna Womens Group

Several other organisations delivering services to women in London operate remotely or at an England/UK level.

We identified 100 services operating in London with a further 75 operating without a specific location – these services are mainly enabled through partnerships, online advice and signposting, hotlines, or project-based.

100  Services based in London. The majority are in central London.

75 Delivering services for women in London but without any specific location



Existing provision

LONDON OFFER

The following diagram indicates the relative representation of each type of service/offer across the city. It shows the main services that the 175 organisations identified cover.

The full list of known women's services operating in London is given in the pages that follow.



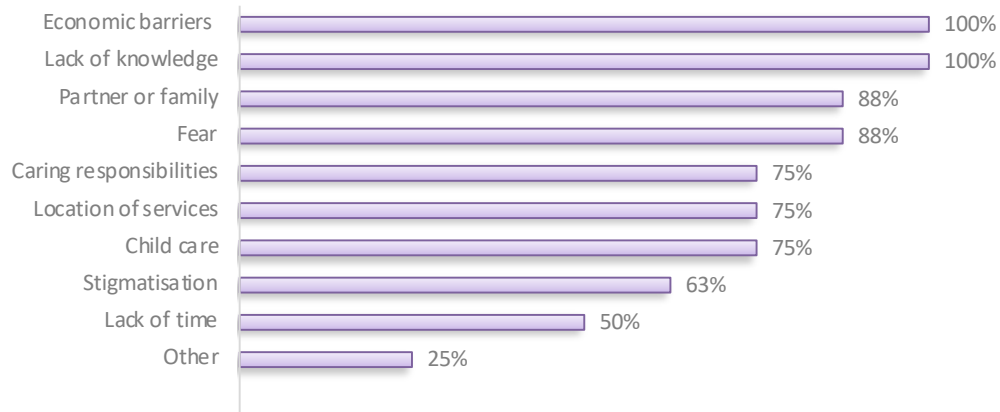
Chart showing London's offer of service provision

Appendix B

SURVEY RESULTS

Survey Analysis | service providers

Barriers or challenges that women experience in accessing services



General Comments

"Women should be involved in the design and construction phases of the building."

"Hilldrop is the only community centre in the St Georges Ward and we would like to support this new community space to thrive."

"We need women-only space to enjoy ourselves!"

"This would be a brilliant opportunity for us to tether ourselves to a home in north London, in a building that really aligns with our mission."

"Islington has almost no reliably women-only community space, and this is important to many local women. The women's building needs to be a space where women can relax, enjoy and express themselves, as well as being a centre where women come for advice, support and therapy".

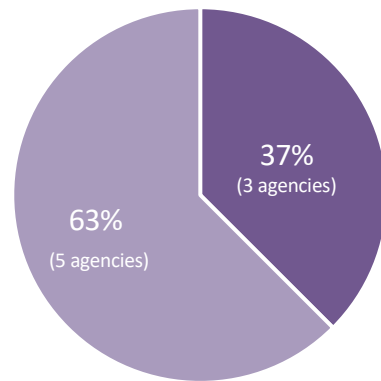
Survey Analysis | service providers

Interest in having a space at the women's building

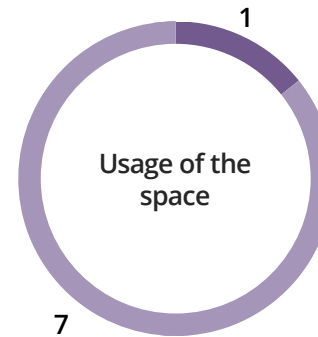
Hilldrop Area Community Association	Maybe
STEPPING STONE4	Yes
Finsbury Park women's groups network	Maybe
WISH - WISH Standing Together for women's mental health	Yes
Bloody Good Period	Yes
Holloway United Therapies (HUT)	Yes
forum+	Maybe
Birth Companions	Yes

Temporary/occasional use space / regular (i.e. weekly/monthly) use of space

Services providers interest in using the space



■ Maybe ■ Yes



7

- 1 Permanent space & independent space / space only for the organisation
- 7 Temporary/occasional use space / regular (i.e. weekly/monthly) use of space

Type of usage services providers mentioned that would work for their organisations



7d Survey Analysis | stakeholders

The survey comprised of 6 closed and one open-ended question to inform the recommendations that form the basis of the Feasibility Study. The closed questions invited respondents to state how much they agree or disagree with a service or characteristic that should be considered. Responses to the open-ended question invited people to express any other thoughts regarding the project. The results of the responses to the statements are set out below.

108

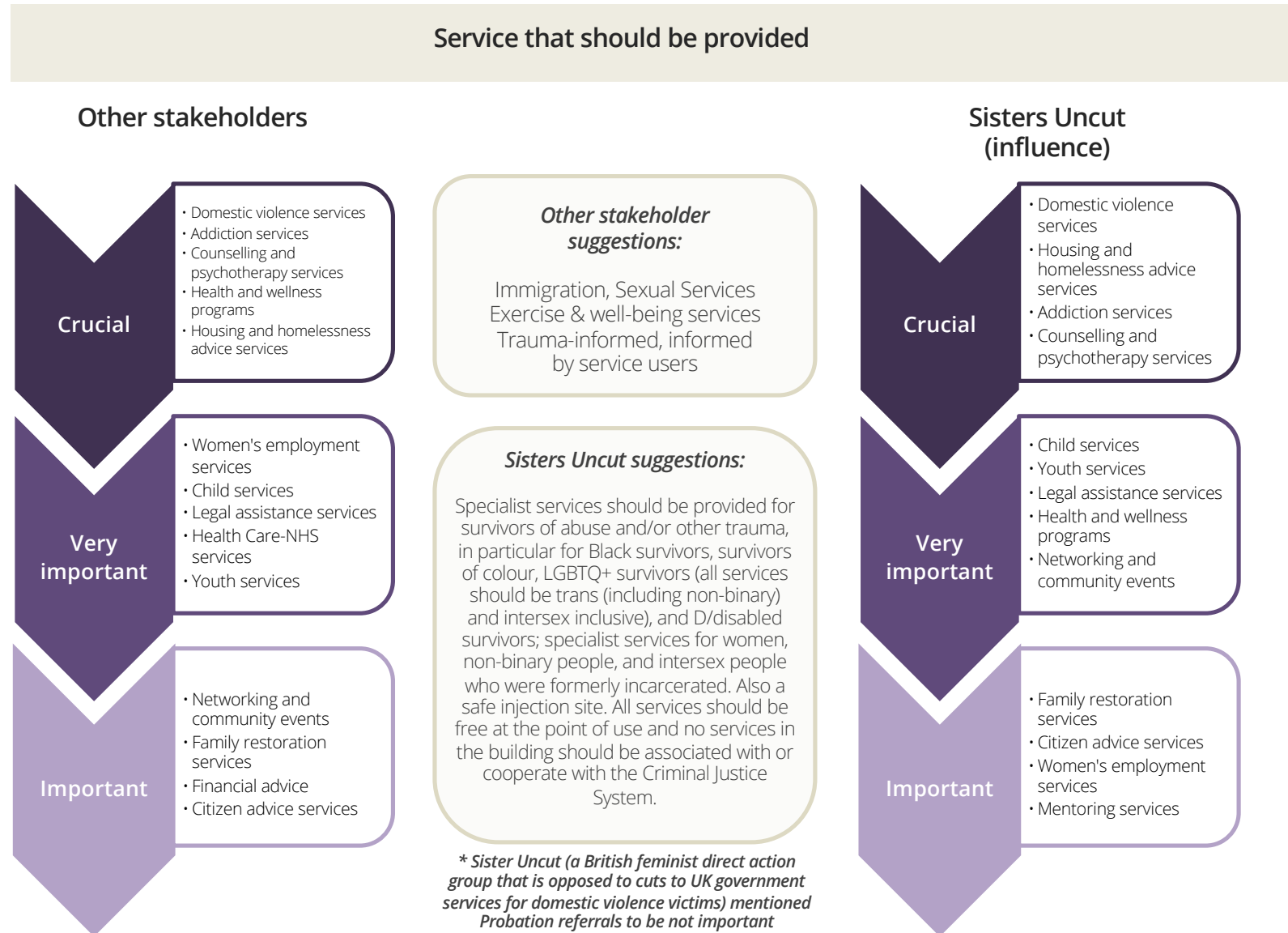


responses to the survey from which (approx.):

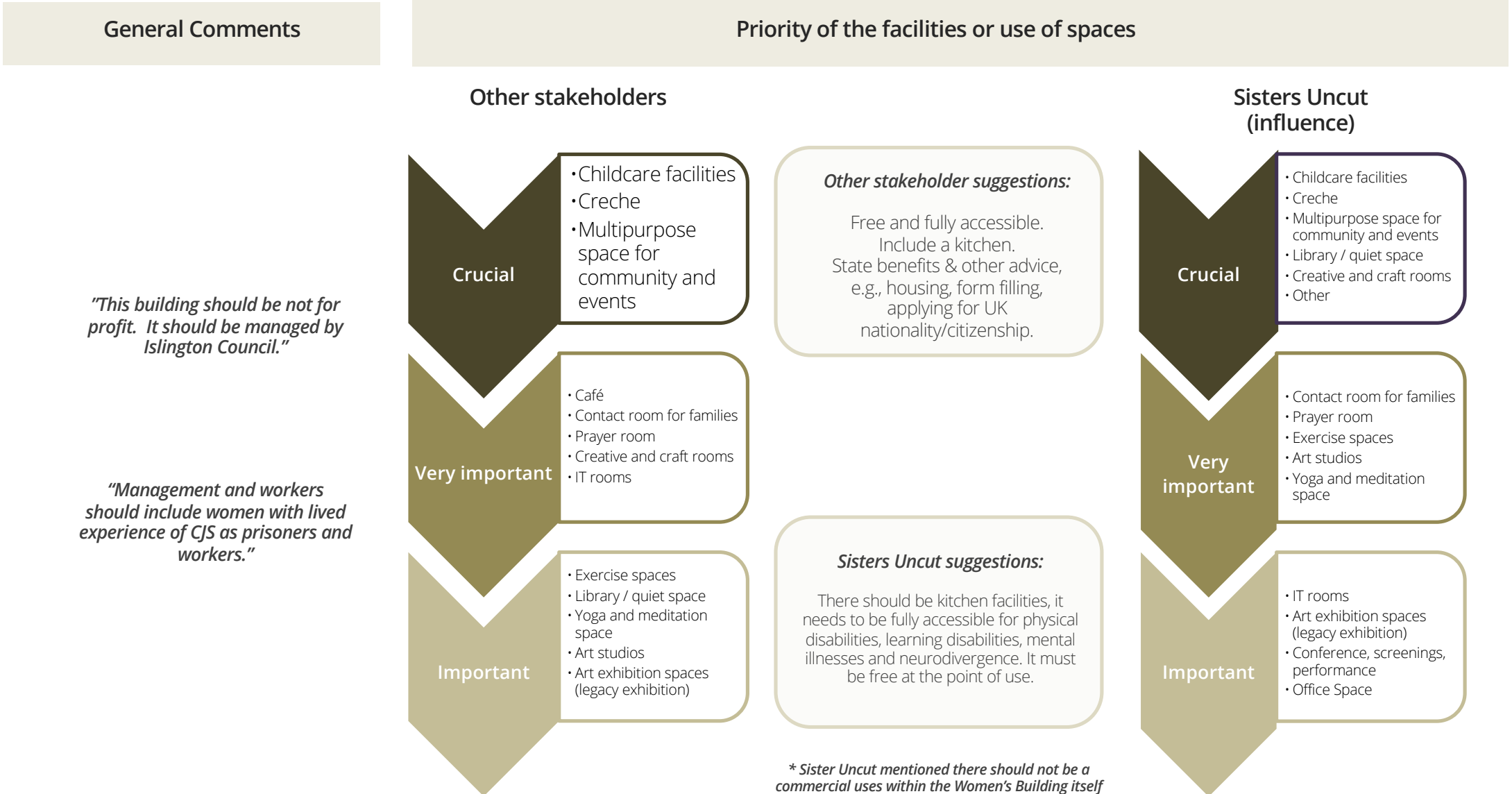
- 77 Sister Uncut

- 31 Other

(based on response patterns)



7d Survey Analysis | stakeholders



** Sister Uncut mentioned there should not be a commercial uses within the Women's Building itself*

7d Survey Analysis | stakeholders

General Comments

"This building should be a space for community healing, and support and not a place people fear their details will be shared with the Home Office or other government bodies unknowingly if they access a service. It should actively resist colluding with the forces that seek to punish, imprison and banish the most marginalised people from our communities. It should be a place where people can come and find the help that they need for free."

"There should be no economic requirements for access to the building. The space should be modelled on the autonomous, radical identity-based spaces operating under Ken Livingstone's government in the 1980s. It should be run by the community, for the community - not by privatised entities with little to no knowledge of what our community experiences."

Important characteristics/considerations for the building

Other stakeholders



Other stakeholder suggestions:

Separate exclusive space for women only feeling of ownership and control over this environment. Safe space. Possible code and access for women only on the entrance to women's area. Accessible and advertised as being culturally humble and relevant to women of different identities/backgrounds. The building must be fully accessible and all services must be free – including services for the deaf/ hard of hearing.

Sisters Uncut suggestions:

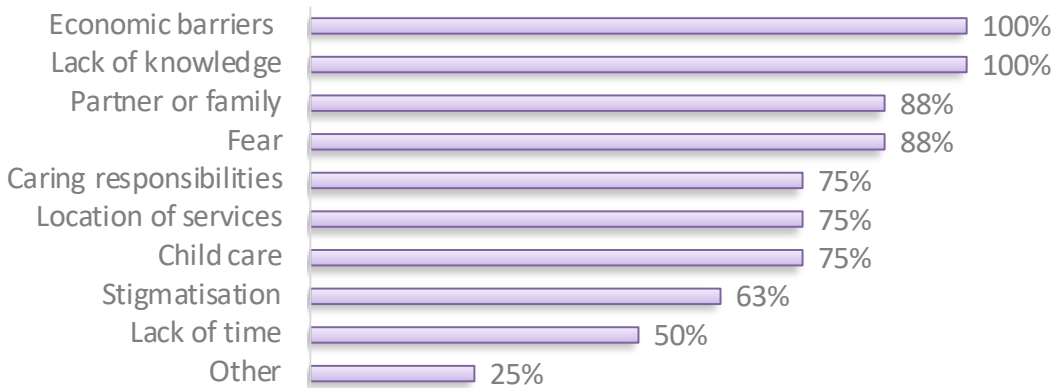
The space should be accessible for women, non-binary people and intersex people and any children for whom they are responsible. All services must be trans-inclusive.

Sisters Uncut (influence)



7d Survey Analysis | stakeholders

Barriers or challenges that women experience in accessing services



General Comments From Sister Uncut Influence

"There must be no probation services in the building, as probation services are an arm of the Criminal Justice System that entrench state surveillance in the lives of formerly incarcerated people. Probation services are not spaces for healing and support."

"Probation services are another way that the CJS cements itself in the lives of those who have been formerly imprisoned, they are not spaces of healing and support."

"When the community came together to demand a Women's building, the vision was that it would be a place of healing for those who have experienced violence at the hands of the state. It should work to rectify the pain and trauma inflicted by the existence of prisons and the CJS."

"No services that are linked to or cooperate with the CJS should be in the building. Services provided must not co-operate with the Home Office or the Ministry of Justice in any capacity or deny access to individuals on the basis of immigration status."

"The building should provide a safe, holistic place for healing, centring those who need it most, and must therefore be completely independent of the Criminal Justice System and Immigration enforcement."

Appendix C

RELEVANT CASE STUDIES

Relevant case studies

The concept of a dedicated Women's Centre has a long-standing track record. It has achieved favourable results for women, even those vulnerable to offending or being caught up in the criminal justice system, for an extensive period.

Presently, the Women in Prison organisation has identified a network of approximately 40 Women's Centres throughout England and Wales, staffed by knowledgeable professionals who are highly skilled in their respective domains.

As part of developing this Feasibility Study, a number of these centres were visited or researched. In addition, our research including looking beyond what is happening in the UK context and reviewing some relevant international case studies.

The objective of this exercise was to understand how the centres operate, the different services and activities they provide within the building, as well as considering their management and governance

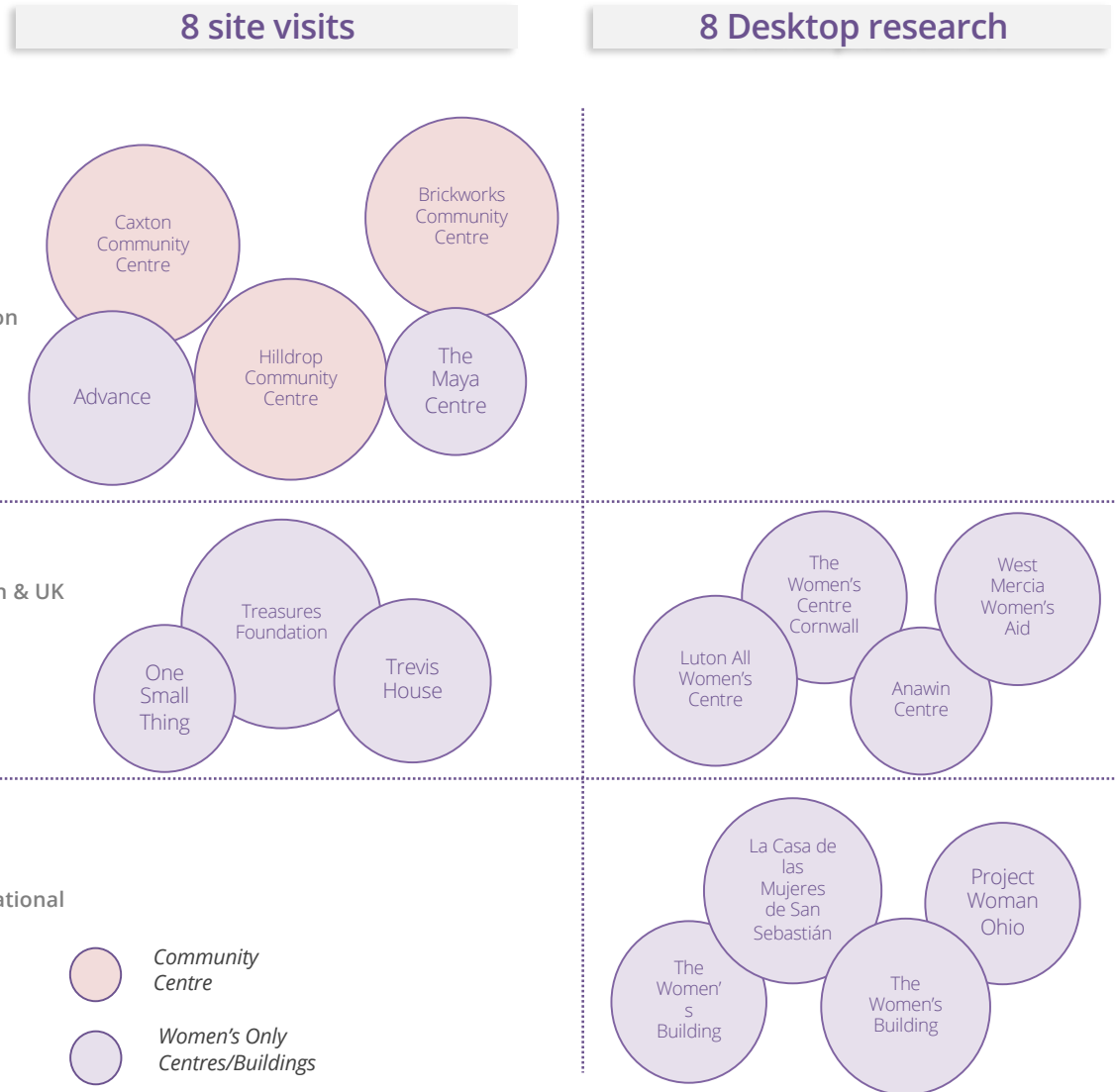
Arrangements as well as any sources of funding and investment.

Alongside, dedicated women's centres a number of community centres local to the Islington area were also visited. These centres often host a range of providers delivering services to women, as well as hosting a range of wider community activities so could provide some valuable insight into the current arrangements for service delivery in the women's sector in Islington.

Details on these individual case studies is given in the following pages.

16  **Case studies have been reviewed.**

Summary of Site Visit's Approach



Relevant case studies

Conclusions

Size & Service Offer

The women's centre models collected in the case studies differ in scale with some clear comparisons between the two:

Smaller Centres

Examples: *Luton Women's Centre, Project Woman Ohio*

- Of the models studied, smaller centres focus on a smaller area/community and often target a specific group of women. For example, domestic violence survivors or women of black and ethnic minority backgrounds.
- Subsequently, services are limited or narrow in the direction of the targeted group of women. Resources are aimed at tackling a specific issues affecting women, rather than broader community services.
- Staff members are also limited and are often supported by local volunteer schemes.
- Funding is generally sourced locally through local charities or councils; there is also a higher rate of individual donations compared with larger groups

Larger Centres

Examples: *Women's Center of Calgary, West Mercia Women's Aid*

- Centres are larger, sometimes hosting multiple providers in once location.
- Larger centres act as a broader community hub for women (rather than issue based) and have a wider scope to support women through education, and other activities and have a higher volume of users.
- Activities and events are targeted at women of all ages and backgrounds.
- The centres have a greater number of full-time, permanent staff, often with staff members focused on running specific events, activities or services.
- Funding comes from a wider base, with more organisations, charities and sometimes governmental support provided.

The majority of the centres offer a mix of targeted support services and positive, restorative activities and social events.

The scale of the Holloway Women's Building in both size and anticipated service provision and staff/volunteer numbers is aligned to a larger centre,

Management & Governance

The majority of the women's centres are registered charities governed by an all-female Board of Trustees/Directors and with an all-female senior management and staff team.

All of the buildings are initially managed by a single operator, but the example of The Women's Building in San Francisco operates a sub-letting arrangement to other non-profits with similar mission statements (all women focused).

Staff numbers range from a modest 4-5 women to 30-40 in the larger centres with additional volunteer support utilized throughout. In most cases, all the staff, not just the management team, are typically women.

Funding

The Women's Centres adopt a broad range of funding arrangements to pay for the running of the building and the delivery of the services. These range from a membership 'giving-circle' (Luton), to fundraising from a broad range of trusts and foundations, to donations from corporations, to government grants and, in Spain, the building and centre staff being funded by the local council.

Advocacy

The Women's Building in San Francisco, the Women's Centre in Calgary and the Anawim Centre in Birmingham play a pro-active advocacy role that aims to influence and improve the women's sector and women's rights overall.

The empowerment of women is a central theme across the centres with services and activities focused on giving women the resources and support they need to live safely and independently.

Community Hubs

A number of women's services are delivered from mixed community centres and hubs across Islington. For the majority, the space they are operating from is far from adequate or fit for purpose and access issues are common. Some of the services have also seen a recent hike in rent which has caused challenges in the organisations' finances.

Relevant case studies - UK

Anawim, Birmingham



Anawim brings people together from a range of communities and backgrounds to help women understand the impact of their trauma, and to begin the healing process by overcoming obstacles and learning how to move forward to a brighter future for themselves and their families.

Anawim wants women to have alternatives to harmful prison sentences, good quality, holistic casework support for all women irrespective of needs and complexity, access to good employment and safe housing, fair treatment from the criminal justice system, protection and justice from sexual violence and domestic abuse and opportunities to be the best mother they can be to their children.

Not only do they provide a tailored package of support for women through a variety of interventions, but their caseworkers also understand how to deal with the complexities involved in helping women find work, improve their wellbeing, resolve health issues or access the services they need.

They acknowledge that every woman's story is different and recognise the systemic factors that impact women's lives. That's why everything they do is informed by individual needs, and why we will continue to campaign for change on a local and national level.

Services delivered

Anawim provides a wide range of services for women in and around Birmingham, from support with mental health, finances and housing to specialist advocacy and legal aid, counselling and courses.

Anawim's offer is all in one location, based on Baroness Jean Corston's model of a 'one-stop shop' approach, reducing barriers to access and giving women the best chance of success. All of their services overlap and ensure that every woman receives a package of support tailored to her specific needs.

The services that are provided are the following:

- Case management
- Counselling
- Courses
- Therapeutic group work
- Dependency and Recovery
- Domestic Abuse Support
- Early intervention & Police Diversion
- Employability & Skills
- Finance, Benefits & Debt
- Helpline & live chat
- Housing
- Mental Health
- Outreach & Drop-in
- Prison in reach
- Sexual Abuse
- Safeguarding
- Parenting and relationships
- Social inclusion & women's involvement



Anawim Funding Sources

How is the house managed?

Anawim-Women Working Together is a charitable company limited by guarantee and set up by a Memorandum of Association Dated 20 November 2014.

The centre is run through a Board of Trustees (c.12 women); a female CEO; and an all female senior staff team. The Centre has c.30 volunteers contributing 115 hours each week.

The Board's responsibilities include developing the organisation's strategy, overseeing the governance, the risk and accountability of the organisation, and reviewing the charitable and legal compliances.

The Centre has 4 established committees – People & development; Profile, Partnerships & Impact; Finance, Audit, Investments & Fundraising; and Operations.

During the year to 31 March 2022, Anawim received income of £1,888,471 (2021 £1,790,424) and incurred total expenditure of £1,862,616 (2021 £1,705,250).

The senior management team responds to the board and manages all the staff and volunteers to achieve the organisation's objective by delivering the different services.

Relevant case studies - UK

Luton All Women's Centre, Luton



Luton All Women's Centre (LAWC) has been supporting women and girls living in Luton and Bedfordshire since the early 1990s. Offering a wide-range of advisory, information, practical and holistic support services, our aim is to challenge gender inequality and empower women and girls to enjoy lives that are safer, healthier and fairer.

Within their safe, women-only space, situated in central Luton, we welcome all women, regardless of age, disability, gender, marital status, race, belief or sexuality. Many of the women and girls they support have complex or multiple support needs – and frequently these have been caused by traumatic experiences such as domestic abuse, violence, coercion, harmful practices or sexual exploitation.

Their aim is to ensure the centre's services and activities can be accessed by every woman who needs us. Collectively the team at LAWC are representative of the town's diverse ethnic mix, speak 6 languages between them and are trained to deal with cultural, disability and LGBT issues.

Services delivered

They provide a wide range of services for women and girls in Luton and Bedfordshire, many of which have been specifically designed for women affected by traumatic experiences such as domestic abuse, violence, coercion, Harmful Practices or sexual exploitation. Offered via a blend of remote and in-person environments, this includes:

- Domestic Abuse/trauma response service (1-1 and group support)
- Professional counselling
- Specialist mental health and wellbeing services
- A harmful practices service
- The Women's Academy' (our employability project)
- Access to practical advice, advocacy and legal surgeries
- Other support groups (offering support around issues such as historic childhood sexual abuse, menopause and bereavement)

Facilities

The centre is designed with the needs of women in mind. Facilities include:

- A welcoming reception/ waiting area with refreshments
- Private counselling rooms
- Sewing/craft room
- Multi-use rooms (for group sessions, exercise classes etc.)
- Computer/IT area (soon to be redeveloped)

How is the centre funded?

Luton All Women's Centre is a charity, registered in England and Wales. LAWC Women's Fund is essentially a 'giving circle', a philanthropic tradition which dates back hundreds of years but is still a hugely effective way of supporting charitable causes today.

Members make a monthly donation that's pooled into a fund which, by way of an annual vote, is designated to a particular project or area of work that members feel will make the biggest impact on the lives of local women and girls.

Themes, priorities and project ideas will often be developed and presented in partnership with LAWC All Women's Centre but, as a member, you get to choose where the money goes according to what inspires you the most.

Women-only space vision

Luton All Women's Centre is a safe space for women. Whilst we usually have a women only policy, on certain days we are able to accommodate mixed gender bookings for some activities, or use by male professionals if they are working with a female client.

Relevant case studies - UK

West Mercia Women's Aid, Shropshire



With 40 years of experience in helping women in the local community, West Mercia Women's Aid (WMWA) is one of the longest standing women's aid organisations in the UK.

The service is targeted at domestic abuse and their work is centred on each client's experience with focused support provided to promote independence, choice and empowerment.

WMWA welcomes women from all backgrounds and offers support for women with previous experiences of poor mental health, learning difficulties, substance use and self harm. WMWA also supports male victims whose needs are regarded as 'high risk' as well as signposting other male victims to appropriate services.

WMWA have three centres across West Mercia with services and domestic abuse help lines provided in Hereford & Shropshire, Telford & Wrekin as well as Worcestershire.

Services

West Mercia Women's Aid offer a wide variety of services to help support local women:

- Specialist domestic abuse helpline which is staffed 24/7
- Refuges for women and children and safe satellite accommodation
- One-to-one support for people living in the local community
- Specialist safety advice and advocacy by Independent Domestic Abuse Advisors
- Recovery and empowerment group programmes (both online and in-person)
- Advice and support for male victims
- Survivor Network – ongoing peer support for survivors
- Individual and group programmes of support for children and young people impacted by domestic abuse
- Specialist support for young people experiencing teen relationship abuse
- Bespoke training for professionals and employers

WMWA runs a Domestic Abuse Specialist Service model which is efficient in tackling domestic abuse:

- Prevention
- Engagement
- Short term intervention (early help/advice)
- Support for safety, choice and empowerment
- Resettlement
- Self-reliance in the community
- Prevention

How is the organisation managed?

The Board of Trustees appoint their Chief Executive and she reports to the Board on all aspects of the service.

This Board of Trustees ensures the organisation carries out its activities for the public benefit, they act in the organisations best interest and make sure the organisation is accountable and manages its resources well. The Board of Trustees scrutinise the impact of our work, finances, employment, health and safety, and governance and risk.

WMWA is a registered charity and a company limited by guarantee. They are governed by our Board of Trustees (sometimes known as Board of Directors) and follow the Charity Commission's Guidance on running a charity. The guidance sets out 6 main duties:

- Ensure your charity is carrying out its purpose for the public benefit
- Comply with your charity's governing document and the law
- Act in your charity's best interest
- Ensure your charity is accountable
- Manage your charity's resources
- Act with reasonable care and skill

Relevant case studies - UK

The Women's Centre, Cornwall



The Women's Centre Cornwall, formerly known as the Women's Rape and Sexual Abuse Centre (WRSAC), is a specialist provider of services for women and girls (11 years+) who have experienced any form of Sexual Violence, Rape, Sexual Assault, Childhood Sexual Abuse and/or Domestic Abuse at any point in their lives.

They also work with women across Devon, Dorset & Cornwall through our Open Project, working with women in the Criminal Justice System or who are at risk of offending; those who are facing extreme poverty, homelessness and hardship or those women and girls wanting to make a change in their lives.

They are dedicated to supporting and helping all women and teenage girls address the impact of the trauma they have experienced and to reclaim the life they want for themselves.

Run by women, for women, they are here to provide a safe, supportive environment in which you are both valued and respected, listened to and believed: empowering women to live the life they want.

Objectives

Their aim is to empower and enable all women and girls to gain the health and well-being and confidence, and skills to achieve their potential and become stronger and more independent. They do this by providing a safe, caring and supportive environment in which women can get access to services; take part in groups, training and activities; or campaign and become active in bringing about change.

Services delivered

The Women's Centre Cornwall provides services that are innovative, community-based and meet the needs of our community. These services are the following:

- Women's rape and sexual abuse
- Women's domestic abuse
- Criminal justice Services
- Training and development
- Community engagement

Activities

The Women's Centre Cornwall offers space for women and girls to access alternative therapies to encourage women to take time out for themselves and promote good health and well-being:

- Body Works programme
- Power and Pattern Changing programmes
- Yoga
- Sound Bath Therapy
- Walking Groups
- Arts for Health group
- Courses on sexual violence
- Courses for basic skills

Governance and Finance

The Women's Centre Cornwall is constituted as a charitable company limited by guarantee and therefore is set up with special charitable articles and registered with both the Charities Commission and Companies House.

The Women's Centre Cornwall has directors: the directors are also trustees for the purposes of the Charities Act and under the company's articles are known as members of the Board of Trustees. All members of the Board of Trustees give their time voluntarily and receive no benefits from the charity.

How is the centre managed?

They have a board of Trustees that consists of a Chief Executive, an HR Sub Group Committee and a Finance Sub-Group Committee.

This Board oversees the Service Support Manager, the Community Development Manager, the Programme and Training Manager, Human Resource Manager, Finance Manager, Open CJS Service Manager and the Community Engagement Manager.

In total, there are around 35 to 40 people working or volunteering in the centre.

Relevant case studies - International

La Casa de las Mujeres de San Sebastián, Spain



The House of Women in San Sebastian has been a historical demand of numerous feminist movements and women's collectives in the city. This project has been discussed for years in different municipal dialogue spaces, such as the Women and City Forum and the Sectorial Council for Equality in San Sebastian.

Between 2008 and 2010, the Department of Equality took up this demand. As a result, they initiated a process in which feminist and women's groups in the city were represented, both those who had been participating in municipal dialogue forums and other groups that hadn't, thus increasing the participation of the associative movement. As a result of this process, it was agreed to carry out the project for the House of Women in San Sebastian. On October 22, 2010, the Municipal Government committed to moving forward with this project.

The debate process lasted two years: in 2008, two trips were made outside of San Sebastian to learn about similar experiences, and in 2009, several debates and workshops took place within the municipal council for equality. In 2010, five reflection sessions were organized, aimed at all women in San Sebastian, in order to achieve a shared and consensus-based project. Finally, on November 10, 2010, the House of Women opened its doors. The shared dream between feminist collectives, women's associations, and the Department of Equality became a reality.

Objectives

- Co-manage the House with the City Council.
- Foster participatory management, open to associated women.
- Facilitate/promote empowerment processes for women through feminist activities.
- Influence equality policies.
- Build feminist alliances and networks to achieve the two previous objectives.

Services deliver

- Legal advice and social intervention
- "Iguálate" campaign for recognition
- Counseling, support, and self-help
- Space for individual agency
- Computer and Internet service
- Advice for domestic workers
- Social counseling
- General attention and referral

Activities

- Sport workshops such as boxing and dancing
- Formative workshops such as feminist podcast, wellbeing, selflove, self defence, philosophy
- Space of rebellion, a space to acknowledge the challenges that women face, it has a feminist library, they give empowerment workshops, feminist theatre, etc.
- Space for group encounters where several group workshops are offered such as life without violence, empowerment for young girls, empowerment for women with disabilities, etc.

How is the house managed?

The Women's House is sustained by a pioneering management model based on the participation and co-responsibility of the women and associations that inhabit it. This model is possible because the Women's House project promotes individual and collective empowerment processes, meaning it is a project that feeds back by generating agency in women and thus enabling active participation in the decision-making involved in space management.

The Women's House is supported by three entities:

- The Women's House association
- The Equality Department of the Donostia City Council
- The Provincial Council of Gipuzkoa

The city council provides the use of the facility where the project resides and finances the space's dynamization (public-facing staff). The space's dynamization is carried out by two full-time workers, one belonging to the Equality Department and the other to the Women's House association.

The Provincial Council of Gipuzkoa funds the workshops, courses, and all activities in general, designed and promoted by the Women's House association.

Relevant case studies - International

The Women's Building (TWB), San Francisco USA



In 1971, a group of visionary women founded San Francisco's Women's Centers to incubate emerging Bay Area women's projects. Having outgrown their tiny office on Brady Street, the group bought Dove Hall in 1979, a former Sons of Norway meeting hall and neighborhood bar. The women transformed the four-story building into the first woman-owned and operated community center in the country: The Women's Building.

Over its history, The Women's Building has sponsored more than 170 organizations—many growing into established non-profits, such as, La Casa de las Madres, San Francisco's first shelter for battered women; The Women's Foundation of California; and Lavender Youth Recreation & Information Center (LYRIC).

Today, The Women's Building is an anchor institution in San Francisco's ever-changing Mission District, welcoming 25,000 clients and visitors each year. They come to use our in-house programs and gain access to social services, attend workshops and meetings, take wellness classes, volunteer, hold celebrations, and deepen their community connections.

Objectives

- Women can take care of themselves and their families by using our social services.
- The well-being of women and girls is improved by our social justice advocacy.
- Community groups in our Nonprofit Hub strengthen their community work by interacting and partnering with each other in a vibrant, socially progressive and affordable space.

Services deliver

All of their services and programs are tailored around the needs of women but we don't turn anyone away seeking services.

At TWB they offer services that range from weekly food pantries, job search assistance, monthly legal clinics, fingerprinting and case management for unaccompanied minors, yoga classes, tech support classes - all free to the community.

They have three different programmes:

- Building a better future: Job seekers and free access to computers, internet and printing
- Feed your body and spirit: for low income families to get food and wellness classes
- Find Solutions: legal help, taxes, financial coaching, information and referrals, family reunification

Advocacy

The Women's Building has been advocating for women and their families since 1971. Critical issues of affordable housing, immigration and violence against women represent just a few of the longtime issues for our clients.

How is the house managed?

TWB is women-owned and operated, with the exception of three TWB staff members that are non-binary and male-identifying.

They rent offices to eight non-profits with similar mission statements:

- Cooperative Restraining Order Clinic
- SF Women Against Rape
- Mujeres Unidas y Activas
- El/la Para Trans Latinas
- Girls On the Run
- Balance
- CA Domestic Workers Coalition
- Mission Headstart

TWB offers one-time rental spaces to other organisations that are in need of a place to meet at affordable rates.

They also have town halls with all the Orgs once a month to mingle and have them share with us anything new they are doing or events they may have coming up again just to keep everyone united and in the loop.

Relevant case studies - International

Project Woman Ohio, USA



At the heart of Springfield community in Ohio since its opening as a one-room rape centre in 1974, Project Woman is a non-profit organisation dedicated to supporting local women through a broad range of support and services.

Project Woman is dedicated to ending domestic violence and sexual assault by providing services and programs to protect, educate, and empower.

Today, as a non-profit, they operate a full range of rape crisis and domestic violence services. These include an emergency shelter for victims of domestic violence and/or sexual assault and their children, a 24-hour crisis line, individual counseling, support groups, case management, victim advocacy, community education and prevention, children's programming, 24-hour hospital advocacy and a greatly-needed transitional housing program.

Services

- 24 hour crisis line
- Emergency shelter
- Mental health and recovery services
- Advocacy services
- Individual and group counselling

Chrysalis Program

The Chrysalis Program provides supportive services for survivors of abuse that are making the transition to permanent housing and increased independence including education and counselling.

PAVE Coalition

Partners Against Violence Everyday (PAVE) aims to create a communal culture of peace and respect within Springfield. Project Woman believes that embracing peaceful actions towards women is key in beginning to reduce the levels of domestic abuse and sexual violence towards women.

Activities

- Project Woman hosts many different activities to raise awareness or fundraise in the local community:
- Diva's Night Out – this is an annual event to raise money for Project Woman's Emergency Shelter Services
 - Candlelight Vigil – to celebrate the start of Domestic Violence Awareness Month, further supporting and protecting women affected by domestic violence.
 - Girls Respect Camp – including creative and informative activities for girls

School Prevention Programs

Project Woman also offer a range of prevention education programs in local schools.

ALL READY – a five session course for elementary and middle school children tackling issues such as bullying, internet safety and self-esteem. A high school and older teen course is also available including issues such as abusive relationships and sexual assault prevention

Management

Project Woman is made up of four members of full time staff supported by over 500 volunteer hours. The board of directors includes seven members and controls the service direction and funding management

Funding/Contributors

Project Woman raised \$90,000 across 2022 and is supported by numerous contributors including:

- Mental Health Recovery Board
- Springfield Foundation
- Dave Yost (Ohio Attorney General)
- United Way

Relevant case studies - International

Women's Centre of Calgary, Canada



The Women's Centre of Calgary is a hub of support and connection for thousands of women across the city. The centre provides local women with free access to basic needs support, services, learning programs and communal activities.

Alberta has the largest pay gap in Canada, as women are still economically more disadvantaged than men. The gender inequality is heightened in Calgary, with women, on average, earning up to \$35,000 less a year than their male counterparts in Calgary. The Women's Centre is key to addressing this injustice with around 39% of women who access the services and volunteer their time living in poverty.

The Women's Centre is a larger project with a much wider base. In 2022, the centre responded to over 44,000 contacts from women across Calgary. The centre achieves this through a unique peer model which encourages assistance, connectivity and participation with the community.

Furthermore, the model also incorporates a feminist approach. This acknowledges that all women are marginalised in some way, but that women are strong and capable. The Women's Centre emphasises the similarities in women's lives as well as celebrating the differences.

Objectives

The Women's Centre is based on a philosophy of women helping women.

'Our vision is to be every woman's place for support, connections and community.'

Services

The centre provides a broad range of different services including:

- Workshops – the centre provides various number of workshops, for example: computer skills, crafts, dance, practice English
- Events – community events and activities that provide a chance for women to connect and engage with the community
- Girls Programs – a variety of learning techniques and fun activities girls can explore the impact of gender roles, sexism and violence
- Artist in Residence – a chance for women to connect with Calgary's arts and music community. One artist is selected to showcase their creativity across any style of art: visual, film or music

Activities

The centre offers a busy program of activities for all ages, this week's activities include:

- Crochet and Knitters Club
- Mindful Program
- Book Club
- Culture through stories
- Cooking Club
- French Club
- Art in the Garden

Management

The centre has eighteen full-time, permanent members of staff. A diverse board of directors comprising of thirteen members responsible for developing policy, liaising with the community and maintaining overall agency effectiveness.

Funding

Income mostly from grants and sponsorships from trusts and foundations, development organisations, corporations and the government
There were up to twenty key donors to the Women's Centre in 2020, including: Canadian Women's Foundation, Alberta Law Foundation, Equality Fund

Approach

At the Women's Centre all of our work is done within the unique framework of a Community Capacity Building Peer Model. The Peer Model is the glue that binds the three strategic areas: Get Assistance, Connect with Others, and Work for Change. It is in the integrations and overlaps of these areas where we do most of our work. Having integrated areas of services and support ensures accessibility, and creates opportunities for women to engage with the Women's Centre in a variety of ways.

Relevant case studies – SITE VISIT

One Small Thing, Southampton



One Small Thing's vision is a justice system that can recognise, understand, and respond to trauma. Our mission is to redesign the justice system for women and their children. We facilitate trauma-informed and gender-responsive programmes for the justice and community sectors. This organisation has developed 'Hope Street', which is piloting a new approach to working with justice-involved women. From within a healing, trauma-informed, residential environment, women and children have access to a range of specialist support. By taking a positive and compassionate approach, we aim to create a blueprint for change that can be replicated across the country and achieve better outcomes for women, their children and society.

The services that are offered here give access to the main services for women (statutory services, probation, counselling), but also to signpost them to other community services.

The training they are given is linked to skills useful for them in the context of Southampton, e.g., baristas, cooking, and the service industry.

Spatial layout and facilities

The space is divided into three levels of privacy, completely public, semi-public only for the women and their visits and private, only for the women. In addition, there are areas for office spaces, which are semi-public.

Public

- Multipurpose room with several keyed storage spaces
- Reception
- Café

Semi-Public

- Living room, with play area
- Kitchen
- Reception for women in the waiting area
- Counselling sessions rooms
- Office for professional meetings
- Trauma therapy rooms (one individual and one group)
- Quite-room
- Garden visits
- Garden Creche
- Conference room
- Sensory room

Private

- Houses
- Creche
- Storage space

Offices

- The main office for co-working with the kitchenette
- Organisation office with meeting rooms and Kitchenette

Characteristics of the space

- There are no keys
- There is the recurrent use of curves
- Use of warm colours
- Home-like furniture
- Presence of a lot of decoration, e.g., rugs, colourful cushions, the very home-like vibe
- No double heights, as a woman requested.
- The staircase and elevators are trauma-informed so that women won't feel someone is behind them.
- The interior design is private and intimate
- The reception area is very discrete
- into three levels

Finance model

- Operation of the building approx. is about £1 M per year, including 45 people working and serving approx. 300 women.
- Philanthropic money to develop the capital of the building.
- The ongoing maintenance of the building is now based on ongoing grants like lottery funds, statutory model, police, etc.

Relevant case studies – SITE VISIT

One Small Thing, Southampton



Main takeaways

- Spaces designed with women and children in mind
- Space is all trauma-informed, gender-specific environment
- The process of developing the project and the design involve women from the beginning. Tester sessions are important because women learn what they like and want to develop
- The spaces should aim to be flexible and have storage so that different can come and use them based on their needs.
- There are two reception areas, one is public, and the other one is for women-only space.

- There is a creche and a space for older children to spend time
- Prevent having an institutional look and feel
- Some spaces allow the woman to do interventions, like bring photos, hang art, etc. For example, there is a crock wall to hang art and their stories next to the kitchen and dining space.
- The coffee area is quite small
- Very discrete hotel-type reception
- The gardens also have levels of privacy and have different types of uses. E.g., relaxation and meditation, a waiting area for visits, children's playground and allotments.



Relevant case studies – SITE VISIT

Treasures Foundation, Newham



Treasures Foundation provides safe accommodation in East London and specialist support to women with histories of drug abuse and offending. They work alongside women to enable them to recover, build healthy relationships, learn new skills, reach their full potential and go on to lead fulfilling and independent lives.

They provide a safe and suitable home, which, according to Prison Reform Trust is 'crucial to breaking the cycle of offending and the harm it causes to communities, to the women and their families'.

They work closely with prisons, probation teams, mental health leads, community drugs teams, our local council and a range of charities and homeless charities.

They have links with:

- Women in Prison
- Reunite
- Clean Break
- Pecan, who have support and mentoring roles
- Social Services

Services

We take a holistic approach and treat our beneficiaries as individuals. The 1:1 specialist support they receive is informed by assessment of their own needs and hopes and aims to equip them with the skills and confidence they need to recover, build healthy relationships and live productive and independent lives. The main services they deliver are:

- Structured and personalised support
- Cognitive behavioural therapy in structured group programmes
- Support for financial, legal and social welfare issues arising from drug use
- Training and Employment
- Peer support and service user forum
- Aftercare Programmes

Additional complimentary and alternative group work includes:

- Relaxation techniques
- Meditation
- Holistic therapy

Facilities

They have three modern adjoining houses which are located in East London and offer a home to up to nine women at a time.

Each home is comprised of three bedrooms (one ensuite), a bathroom, a WC, a communal fitted kitchen and spacious living/dining area. An experienced key support worker is on site 24/7.

All houses have rear gardens, with space for relaxing, growing plants, storing bikes and exercising. They have a gym cabin and an outside room for private meetings.

Finance model

Their funding is based on grant funders who have supported their work for women over the years. There is a support from trusts and foundations. They have a link with the Trustees of The Mrs Smith & Mount Trust who seek to achieve their aims by making grants to charities working in the fields they wish to target.

Main Takeaways

- Spaces and design with women and children in mind
- Space is all trauma-informed, gender-specific environment
- The process of developing the project and the design involve women from the beginning. Tester sessions are important because women learn what they like and want to develop
- The spaces should aim to be flexible and have storage so that different can come and use them based on their needs.
- There are two reception areas, one is public, and the other one is for women-only space.
- There is a creche and a space for older children to spend time
- Prevent having an institutional look and feel
- Some spaces allow the woman to do interventions, like bring photos, hang art, etc. For example, there is a crock wall to hang art and their stories next to the kitchen and dining space.
- The coffee area is quite small
- Very discrete hotel-type reception
- The gardens also have levels of privacy and have different types of uses. E.g., relaxation and meditation, a waiting area for visits, children's playground and allotments.

Relevant case studies - UK

Trevi – The Sun Flower Women's Centre, Plymouth



Their mission is to provide safe and nurturing spaces where women in recovery can heal, grow and thrive. Trevi now supports more than 1000 women and children every year.

They have three main centres, and one of them, The Sun flower Women's Centre, is a women's centre in Plymouth, providing a safe hub for connection and hope. Every year, Sunflower supports and empowers more than 700 local women, many with complex needs and experiences of trauma and abuse.

Sunflower offers a wrap-around therapeutic service for any woman in need in the City. This could include addictions, mental well-being, health, criminogenic behaviours, domestic abuse and social isolation.

This centre aspires to be a steppingstone to independence and full-living. It offers women a space to breathe, belong and gain skills, confidence and self-care to move on in their lives.

Services

The team of Sunflower Practitioners ensures a personalised package of support which includes accredited training, group work, counselling, creative therapies, drop-in women's space, parenting support, peer mentoring and much more.

Their co-located partners, including Probation services, Department of Work and Pensions, Sexual health and other third sector agencies, ensure we offer the range of support needed.

- Probation
- Jobcentre plus
- Local domestic abuse services
- DA services
- Math and English courses
- Sexual health support
- Therapeutic Arts and Crafts
- Recovery Support
- Employment support
- Parenting support
- Nutritional advice
- Mental Health and Wellbeing
- Skills and training
- Rehousing, accommodation advice, and shelter drop-ins
- Drug recovery support
- Assistance with finances and debt support
- Criminal Justice
- Pause Plymouth
- Parenting and access to childcare
- Family support service
- Sunflower Seeds is a registered Contact Centre

Funding

Sunflower received a grant from the Ministry of Justice to move to a larger centre. This was capital grant funding for the building. It cost around £ 5500,000.00 to deliver.

The Centre receives Ministry of Justice (MoJ) support and also applies for grants, fundraising streams, trusts, foundations and Lottery funds.

The women's centre is very hard to fund. "These women's centres are seen as a good to have, not a must-have." Through different streams, not for the centre, other women's centres get funding from probation and generate an income. They rent some of the spaces to organisations.

Relevant case studies – SITE VISIT

Trevi – The Sun Flower Women's Centre, Plymouth



Main takeaways

- Probation services being on-site gives the option for women to use them. They only come on Fridays; it is not a fixed service. It has been useful to share information between services about a specific case.
- No men are allowed in the space. When they have to come, women are warned in advance, and they are a sign to alert the women.
- The biggest cohort is women from domestic abuse, then mental health, less of them CSJ
- They acknowledge it has always been tricky to get sustainable funding.
- Space home-like environment.
- The contact centre offers a safe, trauma-informed, neutral space where children of separated families can spend time together with their parents or other family members
- It is important to offer a comfortable and homely, child-friendly environment, with the child at the heart of everything we do.
- Sunflower Seeds offers a variety of activities, interventions and professional support, which are designed in partnership with the women and children themselves.

Facilities

The centre is in a large Victorian property overlooking a small park. The space is across 3 floors and 16 large rooms, complete with a 140m² health and wellbeing suite and trauma informed creche. It offers a bright, inspirational environment with a touch of grandeur. Perfectly suited to providing women with a safe and welcoming environment, it also came complete with an extensive ground floor space for a health and wellbeing suite and children's creche.

The spaces that are part of the centre are the following:

- Communal Lounge
- Staff Office
- Communal Kitchen
- Arts and Crafts room
- Balcony
- Training Rooms
- Counselling Rooms
- Pause Office
- Contact Family Room
- Creche and baby centre
- Play Area
- Garden
- Exterior play area



Relevant case studies – SITE VISIT

Hilldrops Community Centre, Islington



Hilldrop Community Centre, is an established multi-purpose community venue offering a wide programme of activities and services that respond to local interests and needs. They are committed to involving the community in the shaping of our programmes, and work in partnership with a vibrant network of local groups, providers, and statutory services.

The centre is led by the Hilldrop Area Community Association (HACA), which is a registered charity that aims to promote opportunities, services and activities that increase the social and economic wellbeing of our diverse community, supporting social cohesion and benefitting all. After becoming a regular charity, in 2015, the centre has been constantly improving its facilities. This has gradually increase the number of members joining in regular activities and accessing the services they offer.

The centre is committed to providing strategic leadership within the local community. Coordinating a coherent and engaging neighbourhood-based offer of services and activities for local residents. Ensuring that local community facilities and assets are utilised to their full potential. And, attracting external funding to facilitate the delivery of activities and services specific to the local community's needs.

Services and Activities

- Food Hub
- Cooking classes
- Budgeting for healthy eating
- Art Workshops
- Craft Workshops
- Choir and music classes
- Gardening
- Fitness activities
- Elderly social groups
- Alcoholic Anonymous
- Housing Organisation Group meetings
- Local Tenants & Residents Association Meetings
- Supports disabled adults
- After School Club
- Holiday Playscheme

Facilities

- Large Activity Hall
- Large kitchen
- Small Kitchen
- Big Hall
- Reception
- Two offices
- Accessible toilet
- Garden
- Children outdoors play space
- Several Storage spaces

How is the house managed?

There is a board of Trustees with 12 members. On a daily basis, the is overseen by the Centre Manager. There are two teams that operate, one managing the Play Project team and the other the Enabling team, who make sure things run smoothly. There is also the Food hub coordinator that supports that project. In total 13 people work in the centre, an equivalent to 5 full-time posts.

Funding

Every year there is a £190 k turnover. 50% of this money comes from the play project, which receives 25% from grants from the local council and the 25% from fees from parents. The other 50% is for administrative, management, and other activities. 25% of that money is from the Voluntary and Community Sector (VCS) grants (around £50E per year for 4 years), and the other 25% is from donations and hiring of the spaces.

Relevant case studies – SITE VISIT

Hilldrops Community Centre, Islington



Main takeaways

- The more project they are running, the less money they receive from renting the spaces; they have to balance this out.
- Islington has a very strong culture in community centres.
- There is a network of community centres in Islington called Octopus Community, which Hilldrop is part of.
- Cooking activities that bring women/people together
- .
- Having anchor projects and organisations can be helpful in receiving funding
- There should be a kitchen next to a community hall, doesn't matter if it is small.
- Funding through the VCS can be a good opportunity; there are funding every 4 years for a maximum of £60k per year



Relevant case studies – SITE VISIT

Brickworks Community Centre, Islington



Services & Facilities

Brickworks offer different services and have a range of different facilities so that people can join or do a diverse range of activities, e.g., meet people, sing, dance or join a knitting circle, and take up gardening, yoga or computers. These activities and services are the following spaces:

- Employment and training
- Creche
- Children Services
- Over 50's
- Health and Wellbeing
- Food bank
- Community hall
- Children's Centre
- Roof garden
- Offices and reception
- Offices to hire by other organisations
- Music recording space
- Residents' office spaces
- Meeting room
- Kitchen
- Café
- Creche
- Therapy rooms

The Space

The Build Brickworks project provides a new 1,000 sq.m community centre – now the largest in Islington. The design team worked closely with the community to develop the proposals. The interior of the community centre is designed to be robust, using naturally finished materials of brick and wood and is flexible to allow different groups to adapt and inhabit the space over time as their own to suit their needs. The double-height space provides a focus for the community centre combining circulation areas with links to surrounding rooms and the potential for it to host events.

Brickworks Community Centre offers help, support and a friendly meeting place for people living in one of London's most diverse areas. If people are having problems with finance, childcare, food, employment, discrimination or loneliness, Brickworks can help.

They have been working for 50 years. Their objective is to be open to all, providing a welcoming, non-judgmental place for our local residents. By offering a safe, inclusive & informative space, filled with helpful & relevant services, they can support their life goals & aspirations, & to help people feel confident and create a safe and bright future for themselves and their families.

As well as running their own services, they provide a hub for other six organisations and enterprises.

How is the centre managed?

The centre has a board of trustees, the daily operation is overseen by the centre manager who has a team that look at the finance, administration, marketing, and reception of the building. There is a team for the after school club, holiday play scheme, stay and play programmes, there is also one for the food bank, and someone in charge of the building maintenance.

Main takeaways

- Make sure the building is soundproof, especially because it is next to the flats.
- The café does not work, there needs to be a clear business plan to understand if the investment is worth it.
- The kitchen is a very important part of the centre. The fact that it is next to the hall makes it very functional.
- Have lots of storage.
- The spaces need to be flexible.
- Interiors with naturally finished brick and wood materials are flexible to allow different groups to adapt and inhabit the space over time to suit their needs.
- Having anchored organisations that rent the spaces on a weekly/monthly basis is good to have extra income to fund the ongoing maintenance and operation of the building.
- Important to have security at the front door, as not everyone can enter the centre.
- Meeting rooms are a good source of income.

Relevant case studies – SITE VISIT

The Maya Centre, Islington



The Maya Centre is a community-based charity in Islington providing free, culturally sensitive counselling, group work and complementary therapies. They support women on low incomes whose mental health has been affected by a range of experiences including depression and anxiety, violence against women and girls, inequality, discrimination and racism. Their work together to give women from different cultural and language backgrounds more voice, choice and control over their wellbeing and life decisions.

Their services address a range of compounding issues which affect women's mental health

- from everyday sexism to abuse and exploitation
- from historical to intergenerational trauma
- from hormonal changes to psycho-social transitions
- from isolation to exclusion and racism

Their mission is to build a safe and inclusive women-for-women community. The Maya Centre is a team of qualified and dedicated professionals with a passion for women's mental health and wellbeing.

Services delivered

They service provides a safe women-only space in which to talk to a specialist counsellor.

- They have counselling 1:1 or group sessions, exploring difficult, painful or traumatic experience.
- Outreach of group work in community languages sharing knowledge and information about women's safety and self-care.
- Wellbeing workshops design by woman for woman to build confidence, self-esteem and support network.
- They have complementary therapists are qualified practitioners with specialisms in reflexology, reiki & meditation and holistic massage respectively.

The facilities and space

- The centre is very home, calming with lots of light.
- The centre only allows women to visit the space.
- It has a checkpoint control at the entrance. The is a public space for the counselling rooms and an office space for the enabling team and therapists.
- The centre has 1-2-1 counselling rooms, some rooms for small group sessions.
- Currently, the centre is not fully accessible, they are hoping to change that soon.
- They have limitations when they want to give larger group services.

How is the house managed?

The Maya Centre has a dedicated Board of Trustees who bring a wealth of valuable knowledge, skills and experience to help guide our charity towards continuing success. The Maya Centre has also the support of a committed team of Patrons from a wide range of backgrounds who advocate, champion and support the work of our charity.

The core team that works day-to-day in the centre is the CEO, Clinical Director, Finance Manager and Clinical Administrator, work closely together to ensure the smooth and efficient running of all our services, with a focus on high quality support for all staff and service-users.

Main takeaways

- Most of the woman who use the centre had experience domestic violence, sexual abuse, or other types of abuse.
- The have a closely with other organisations like Hibiscus is important. It is good to work on a base of referrals and signposting.
- It is also important to consider an element of advocacy,. They organise a forums of health and wellbeing for woman, they see the Women's building as an great place to house it.
- Most of their funding comes from MOPAC
- The centre has to be quite most of the time so that the women receiving counselling feel at ease.

Relevant case studies – SITE VISIT

Advance Women Centre, Islington



Advance offers women holistic, consistent support, meeting their individual needs over a longer period, empowering them to break the cycle of re-offending and preventing the breakdown of families. Women can refer themselves to our services, as well as be referred by the police, probation, statutory agencies, and other voluntary organisations.

Their women's centres are safe women-only spaces where women feel they have somewhere to go, where women can open up and be themselves; somewhere they can learn, laugh and heal.

Through Advance's woman-centred approach, they aim to prevent the cycle of re-offending, tackling issues such as lack of consistent housing and homelessness, domestic abuse and sexual violence, mental health, emotional well-being, parenting and family relationships, education training and employment, finance, benefits, and debt.

It is a safe space in the community for women to come together and share, inspire and empower each other. Advance is the largest charity supporting over 2700 women in contact with the criminal justice system each year nationally. In London, they run three women's centres.

Services delivered

Their service aims to foster an environment of collaboration, creativity and collective empowerment. In the last year alone, 243 group sessions were delivered to service users.

- Liaise with probation
- Provide advice on housing
- Citizens advice bureau
- Criminal Justice
- Domestic Violence
- VAWG
- Clothes donations, food banks
- CAB debt management workshops
- Key workers advertise
- Debt advice
- Employment
- Mental Health
- Substance misuse
- VAWG
- Legal advice

Activities

Their activities aim to provide support on well-being, mental and physical health, domestic abuse and other violence, benefits and debt advice, housing, problematic substance use and child and family matters, along with advocacy for access to other community services.

Advance offers activities such as wellbeing sessions, film screenings, book clubs, yoga, and various drop-ins you can join. There is also a full programme of workshops and courses on topics such as finances and budgeting, training and employment, mental health, and others.

Objectives

Their centres are a place where women can:

- meet our keyworkers for one-to-one support
- join in group activities, including workshops and courses
- enjoy drop-in coffee mornings and open days
- meet other women with shared experiences

Main Takeaways

- They believe that when a woman comes into the service, brings other agencies into the space
- Make sure it has a good kitchen, as food brings people together. Also, cooking classes and budgeting for shopping.
- You don't have to put everything in the centre if you have good partners. E.g., Women's health - liaise with NHS or another charity
- Funding and working closely with Dictated by MOPAC and MoJ
- Wellbeing activities are as important as other sessions.
- Working with partners is the key to giving a holistic approach

Relevant case studies – SITE VISIT

Caxton House, Islington



Caxton House is a Community Centre offering a range of activities and services for a range of age groups, including under 5s Stay & Play, activities for older residents, dance and exercise classes for adults, an aerial programme for 13-21 year olds and another for families, support groups for young people with gender issues, as well as a variety of events across the year. The Centre also works with a wide network of partner groups and Hubs and can signpost to additional support, for example, nursery, after school and youth support, food banks and mental health and bereavement services.

Alongside wider community activities, the centre is also home to the Kurdish and Middle Eastern Women's Organisation, Elthorne Pride Big Local, the London Capital Credit Union and MP surgeries with Jeremy Corben.

Objectives

- Committed to the goals of community development.
- Rooted in the local community.
- Emphasis on people in the neighbourhood being responsibly involved in finding solutions rather than just recipients of services.

Services delivered

- Community Warm Space
- Universal credit applications
- Counselling
- Employment and training advice
- Access to digital equipment
- Financial advice and support
- Energy Advice
- Telephone befriending
- Under 5s stay and play
- Support groups
- Signposting and referrals

Activities

- Family fitness activities
- Community gardening
- Arts and Crafts
- Community events

How is the house managed?

Registered Charity with established Board of Trustees. The centre sub-lets office spaces to dedicated service providers as well as leasing space for activities and events. The centre also fundraises independently to run its own services and activities, including a 5 year relationship with Power Up North London both to retrofit the building to achieve better energy efficiency and to offer energy advice to vulnerable residents.

The Centre also hosts the Octopus Community Network, funded by the City Bridge Trust, that connects a number of community centres and hubs across north London.

Main Takeaways

- The Centre manages to offer a diverse range of services, hosting a broad mix of organisations within the space.
- The building is inaccessible in its upper floors and at least one organisation based there is struggling for space.
- The management team of the building have a good relationship with the tenants and demonstrate flexibility around shared use of certain spaces and facilities within the building.

Appendix D

DETAILED SPATIAL ANALYSIS

Spatial analysis of building proposal

Guidelines and definitions

Each of the services has different spatial characteristics.

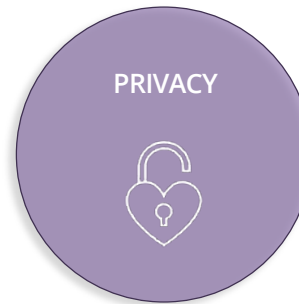
Therefore, the following guidelines can help understand in detail what those requirements are.



Refers to the specific physical and spatial characteristics needed to support the diverse activities, programmes, and services provided within the facility. These requirements ensure that the building is designed and organised in a way that optimises functionality, accessibility, and usability for women accessing the space



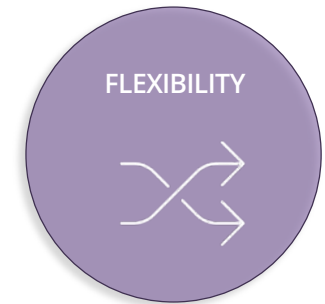
Encompasses the emotional and intangible aspects that contribute to creating a supportive and empowering environment for women. These requirements focus on the subjective experiences, feelings, and intangible outcomes that women may seek or benefit from when engaging with the space



Refers to the protection, respect, and control individuals have over their personal information, bodies, and choices within the space. It entails creating an environment that safeguards the confidentiality and autonomy of women accessing services, participating in programmes, or seeking support. Privacy considerations may include: confidentiality, physical privacy, information privacy, cultural sensitivity, non-discrimination, consent & choice, boundaries & consent



Refers to the additional amenities and resources that are provided alongside the main services to enhance the overall experience and meet the diverse needs of women accessing the space. These facilities are designed to complement the core functions of the building and provide additional support, convenience, and comfort. Supporting facilities may include: reception & information desk, waiting areas, restrooms, childcare facilities, lounge areas, kitchen or refreshment area, outdoor spaces, resource library, playroom or activity areas



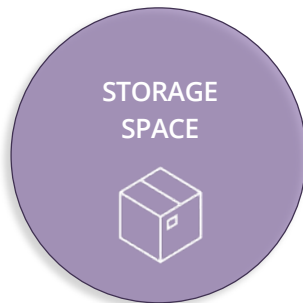
Refers to the versatility and adaptability of the physical spaces within the facility to accommodate a wide range of activities, functions, and changing needs. It involves designing and organising the spaces in a way that allows for easy reconfiguration, transformation, and customisation based on the specific requirements of different programmes, events, or user groups

Spatial analysis of building proposal

Guidelines and definitions



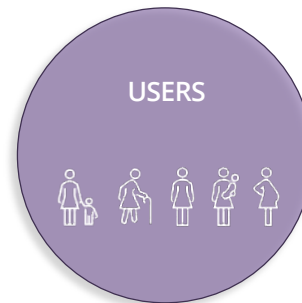
Refers to the measures and practices implemented to ensure the physical, emotional, and psychological well-being of women accessing the space. It involves creating an environment that is free from harm, violence, harassment, and discrimination



Refers to a designated area within the facility that is specifically allocated for the storage and organisation of equipment, supplies, materials, and other resources used in the various programmes, services, and activities provided for women. It serves as a functional and secure area where items can be stored, accessed, and retrieved efficiently when needed



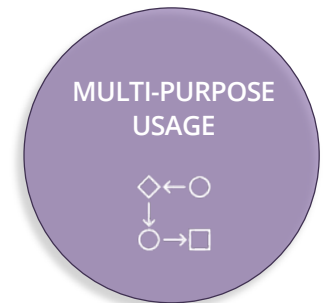
Refers to the specific standards, facilities, and practices necessary to ensure cleanliness, hygiene, and health within the facility, particularly in areas such as restrooms, changing rooms, and other personal care spaces. These requirements are designed to meet the unique needs and promote the well-being of women accessing the building



Refers to the individuals or groups who access and utilise the facilities, programmes, and services offered within the building. These users can vary in their needs, purposes, and roles within the building



Refers to the designated entry or access points that are specifically designed and managed to ensure that only women can enter and access the facilities and services within the building. These gateways serve as controlled entry points that prioritise the safety, privacy, and security of women accessing the building. The concept of building gateways for a women's building takes into account the need for gender-specific access and creates an inclusive and empowering environment for women



Refers to the versatile and flexible utilisation of the facility to accommodate a wide range of activities, programmes, and services that cater to diverse needs and interests of women. It involves designing and organising the building in a way that allows for the efficient and adaptable use of space, resources, and facilities to serve various purposes. Characteristics of a multi-purpose usage may include: permanent, temporary, multi-agency, event hosting, training & workshops and rental spaces

Spatial analysis of building proposal

Spatial definitions

01 Shared Support / Education

The shared support/education category encompasses a wide range of more universal services able to be delivered from more flexible spaces within a more public setting.

support; health education and prevention; pre and post-natal support and parenting support; ESOL classes; adult and family educational programmes.

These services are: employment

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
EMPLOYMENT SUPPORT	<p>Consultation Rooms: for 1-2-1 discussions between employment support professionals and women seeking assistance.</p> <p>Group Meeting Spaces: for workshops, training sessions, or support groups.</p> <p>Interview Rooms: to facilitate mock interviews or practice sessions to help individuals enhance their interview skills.</p> <p>Training and Skills Development Spaces: dedicated spaces for workshops, training, or educational courses.</p>	<p>Emotional Safety and Trust: success stories, motivational quotes, artworks</p> <p>Empowerment and Autonomy: gender-specific approach: specific barriers and opportunities that women face in the job market. Addressing issues such as gender discrimination, work-life balance, childcare, and career advancement.</p> <p>Trauma-Informed Care and Design</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p> <p>Data protection and retention</p>	<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Secure storage for confidential client records & documents and job data.</p> <p>Books and resources storage</p> <p>Flexible storage solutions</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Job Search Facilities: dedicated areas with computers, internet access, and printing facilities for women to search and apply for jobs online.</p>	<p>Women seeking assistance with job searching, resume writing, interview skills, career development, and workplace rights.</p> <p>Job coaches, career advisors, or employment specialists.</p> <p>Enabling team</p>	<p>Shared access Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p>	<p>Soundproofing</p> <p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p>	<p>Potential shared facilities with housing, financial and legal advice, and employment support services</p>

Spatial analysis of building proposal

Spatial definitions

01 Shared Support / Education

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
HEALTH EDUCATION AND PREVENTION	<p>Multi-purpose Rooms: educational activities, workshops, and group sessions</p> <p>Privacy Rooms: where women can have confidential discussions with health educators or counsellors.</p>	<p>Emotional Safety and Trust: colour, natural light (to enhance mood, promote wellbeing, and support effective learning).</p> <p>Empowerment and Autonomy: interactive stations, resources and materials that empower individuals to make informed health choices.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Interactive Displays: multimedia installations, or digital screens that can present health information, videos, or interactive learning modules. These displays should be strategically placed in easily accessible areas to attract attention and encourage engagement.</p>	<p>Soundproofing to maintain privacy and confidentiality</p>	<p>Storage areas for office supplies. assessment tools and equipment.</p> <p>Storage space for childcare items: stroller, buggy, toys, etc.</p>	<p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p> <p>Sustainable options: environmentally friendly and sustainable alternatives: reusable cloth pads or menstrual cups</p> <p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Education and awareness: regarding menstrual health and hygiene, incl. info on proper usage, and disposal</p>	<p>Reception</p> <p>Waiting area</p> <p>Resource library</p> <p>Administrative Spaces</p>	<p>Community women interested in health education programmes and workshops on topics like disease prevention, sexual health, mental wellness, and self-care.</p> <p>Women seeking information on nutrition, healthy lifestyles, stress management, and overall wellbeing.</p> <p>Women interested in learning about healthy relationships, consent, and preventing intimate partner violence</p> <p>Health educators or community health workers</p> <p>Prevention specialists or counsellors who offer education and resources related to healthy relationships, consent, and violence prevention</p> <p>Subject matter experts</p> <p>Enabling team</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Space can be easily reconfigured to serve multiple purposes.</p> <p>Adaptable and equipped with necessary technology, such as projectors or audio systems, to support various activities.</p> <p>Technology Integration: charging stations, Wi-Fi access, and interactive screens, to facilitate digital learning, research, and engagement.</p>	<p>Access control</p> <p>Data security</p>	<p>Potential shared facilities with education programmes service (Advice & Support Service)</p>

Spatial analysis of building proposal

Spatial definitions

01 Shared Support / Education

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
PRE/POST-NATAL SUPPORT	<p>Consultation Rooms: for 1-2-1 discussions between healthcare professionals and pregnant or postnatal individuals, examinations, and assessments.</p> <p>Group Meeting Spaces: important for antenatal and postnatal support groups or classes.</p> <p>Child-Friendly Spaces: play areas or designated rooms for children's activities.</p>	<p>Emotional Safety and Trust Empowerment and Autonomy</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p>	<p>Consider the privacy and comfort of breastfeeding or pumping areas, and provide resources that reflect diverse cultural practices</p>	<p>Baby supplies storage: nappies, wipes, baby formula, bottles, blankets, etc.</p> <p>Maternal supplies storage: breast pumps, nursing pads, maternity clothing, etc.</p> <p>Medical equipment storage: blood pressure cuffs, weighing scales, etc.</p> <p>Educational material storage</p> <p>Donations: possible designating area for storing donated items.</p> <p>Secure storage to protect valuable or sensitive items (confidential records, medications, etc.)</p> <p>Storage space for childcare items: stroller, buggy, toys, etc.</p>	<p>Baby Changing Facilities: with dedicated changing stations; electrical outlets for breast pumps, refrigerator for milk storage.</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p> <p>Sustainable options: environmentally friendly and sustainable alternatives: reusable cloth pads or menstrual cups</p> <p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility</p>	<p>Breastfeeding facilities</p> <p>Waiting Areas: with play areas for children.</p> <p>Reception area</p>	<p>Pregnant women seeking prenatal care</p> <p>New mothers in need of postnatal check-ups, breastfeeding support, or guidance on infant care.</p> <p>Women interested in parenting classes, childbirth education, or resources for a healthy pregnancy and postpartum period.</p> <p>Midwives</p> <p>Lactation consultants or breastfeeding specialists</p> <p>Postnatal care providers</p>	<p>Shared access Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Group meeting spaces can be easily reconfigured to serve multiple purposes: prenatal classes, breastfeeding support groups, childbirth education, parental workshops, etc.</p>	<p>Data security: to protect the personal data collected, stored, and processes.</p> <p>Access control</p>	<p>Potential shared facilities with women's health services</p>

Spatial analysis of building proposal

Spatial definitions

01 Shared Support / Education

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
ESOL CLASSES	<p>Classroom space: with sufficient seating capacity to accommodate the expected number of students.</p> <p>Multi-sensory learning spaces: reading corners, listening stations, language practice zones.</p> <p>Breakout spaces: students can engage in group work, language practice or social interaction.</p>	<p>Emotional Safety and Trust: using colours, lighting and décor that evoke a sense of comfort and inclusivity. Natural elements: plants, natural lighting to create soothing and calming environment</p> <p>Empowerment and Autonomy: incorporate elements that allow women to personalise their learning environment (display areas with their language achievements).</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p> <p>Data protection and retention</p> <p>Partitions within classrooms for 1-2-1 conversations with the teacher or private activities</p>	<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p>	<p>Women with limited English proficiency, aiming to improve their language skills for better communication and integration.</p> <p>ESOL teachers, language instructors, or language programme coordinators</p> <p>Enabling team</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Movable Whiteboards and smartboards to facilitate interactive teaching and learning</p> <p>Flexible seating options</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p>	<p>Potential shared facilities with financial and legal advice, and employment support (excl. homelessness cases – shared facilities with counselling & mental health services)</p>

Spatial analysis of building proposal

Spatial definitions

01 Shared Support / Education

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
EDUCATIONAL PROGRAMMES	<p>Multi-purpose Rooms: educational activities, workshops, and group sessions.</p>	<p>Emotional Safety and Trust: colour, natural light to enhance mood, promote wellbeing, and support effective learning.</p> <p>Empowerment and Autonomy</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p> <p>Interactive Displays: multimedia installations, or digital screens that can present information, videos, or interactive learning modules. These displays should be strategically placed in easily accessible areas to attract attention and encourage engagement.</p>	<p>Soundproofing measures to maintain privacy and confidentiality;</p>	<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Books and resources storage</p> <p>Storage space for childcare items: stroller, buggy, toys, etc.</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p> <p>Education and awareness: regarding menstrual health and hygiene, incl. info on proper usage, and disposal</p>	<p>Office spaces for administrative work</p> <p>Reception area</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library</p>	<p>Community women interested in education programmes and workshops on various topics</p> <p>Educators, and trainers who plan and deliver educational programmes</p> <p>Volunteers</p> <p>Supportive Service providers</p> <p>Subject matter experts</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Space can be easily reconfigured to serve multiple purposes. Adaptable and equipped with necessary technology, such as projectors or audio systems, to support various activities.</p> <p>Technology Integration: charging stations, Wi-Fi access, and interactive screens, to facilitate digital learning, research, and engagement.</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Safe Learning Environment: Ensure spaces are free from hazards, with proper lighting, ventilation, and ergonomic furniture to promote comfort and safety.</p>	<p>Potential shared facilities with health education and prevention service</p>
	<p>Privacy Rooms: where women can have confidential discussions with health educators or counsellors.</p>										

Spatial analysis of building proposal

Spatial definitions

02 General Wellbeing & Community Service

The general well-being and community category addresses those services and activities promoting overall wellbeing and fostering a sense of community among women. This category offers a range of services and activities that aim to enhance physical, mental, and social wellness, including recreational

activities, community events, fitness and exercise classes, wellness workshops, educational programs, and opportunities for planting and gardening.

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage	
PLANTING & GARDENING	<p>Outdoor Garden Space: space for planting beds, raised planters, or community garden plots</p>	<p>Emotional Safety and Trust: create spaces that offer a sense of comfort and safety</p> <p>Empowerment and Autonomy: Sense of Ownership: encourage participants to develop a sense of ownership and pride in the garden space, fostering a feeling of empowerment and accomplishment.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Therapeutic Benefits: Highlight and promote the therapeutic benefits of gardening, emphasizing the positive impact on mental well-being, stress reduction, and self-expression.</p>	Measures to maintain privacy and confidentiality	<p>Garden Tools and Supplies: shovels, rakes, watering cans, and gloves; seeds, fertilisers, and potting soil.</p> <p>Equipment Storage</p>	Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.	<p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Outdoor space</p> <p>Child-friendly spaces</p>	<p>Women who actively participate in planning and gardening activities</p> <p>Women from local gardening clubs, or organisations interested in collaborating or accessing the garden space for educational or recreational purposes.</p> <p>Enabling team</p> <p>Volunteers</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Flexible outdoor space</p>	<p>Safety Equipment</p> <p>Chemical Storage: if gardening involves the use of chemicals, ensure proper storage and labeling of hazardous substances according to safety regulations.</p>	Potential shared facilities with mental health service
	<p>Space for planting beds, raised planters, or community garden plots: area for potting plants, plant propagation, and plant care activities, including storage for pots, soil, and fertilisers</p>											

Spatial analysis of building proposal

Spatial definitions

02 General Wellbeing & Community Service

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
RECREATIONAL & ART ACTIVITIES	<p>Multi-Purpose Rooms: for recreational and art activities, such as painting, crafts, or group games.</p> <p>Art Studios: spaces for art activities, including worktables, easels, art materials, and proper ventilation for art-related activities.</p>	<p>Emotional Safety and Trust: Encourage creative expression through recreational and art activities, providing opportunities for women to explore their talents, passions, and individuality.</p> <p>Empowerment and Autonomy: Foster a sense of belonging and community among participants, creating spaces where women can connect, share experiences, and build supportive relationships.</p> <p>Use art as a tool for empowerment and self-expression, allowing women to tell their stories, challenge stereotypes, and advocate for social change.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p>	<p>Soundproofing measures to maintain privacy and confidentiality; Data protection and retention</p>	<p>Storage areas for office supplies, tools and equipment.</p> <p>Secure data storage</p> <p>Books and resources storage</p> <p>Art Supplies</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library</p>	<p>Women from the community who engage in recreational and art activities offered, including women seeking creative outlets or social interaction.</p> <p>Activity coordinators responsible for organising and facilitating recreational and art activities</p> <p>Enabling team</p> <p>Volunteers</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p>	<p>Access control: secure entry systems; CCTV</p> <p>Safety protocols for recreational and art activities, such as guidelines for the use of tools, supervision of activities, and proper handling of materials.</p> <p>Ventilation: Ensure adequate ventilation in art studios or spaces where materials like paints, solvents, or other potentially harmful substances are used.</p>	<p>Potential shared facilities with community events</p>

Spatial analysis of building proposal

Spatial definitions

02 General Wellbeing & Community Service

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
COMMUNITY EVENTS	<p>Event Spaces: larger spaces that can accommodate community events, such as lectures, performances, or celebrations. These spaces should have sufficient seating, audio-visual equipment, and staging areas if needed.</p>	<p>Emotional Safety and Trust: create spaces that offer a sense of comfort, safety and privacy. Involve inspiring role models and speakers who can share their experiences and stories, motivating and empowering women in attendance.</p> <p>Empowerment and Autonomy: fostering connections and empowering women through collective action.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p>	<p>Measures to maintain privacy and confidentiality</p> <p>Data protection and retention</p>	<p>Storage areas for office supplies, event Materials tools and equipment.</p> <p>Secure data storage</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library</p> <p>Kitchen or catering facilities for community events that involve food and beverage service</p>	<p>Women of the local community who attend community events, including women interested in cultural events, public lectures, performances, or social gatherings.</p> <p>Enabling team</p> <p>Volunteers</p> <p>Supportive Service providers</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Portable technology</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Develop crowd management plans for community events to ensure the safety and security of attendees, including crowd control measures, emergency exits, and clear communication channels</p> <p>Consider the presence of security personnel to monitor and address any security concerns.</p>	<p>Potential shared facilities with financial and housing advice, and employment support</p>

Spatial analysis of building proposal

Spatial definitions

02 General Wellbeing & Community Service

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
WELLNESS WORKSHOP	<p>Multi-Purpose Rooms: for wellness workshops, seminars, or group therapy sessions.</p> <p>Relaxation Areas: space for relaxation and mindfulness exercises, including comfortable seating, meditation cushions, or yoga mats.</p>	<p>Emotional Safety and Trust: Safe and Non-judgmental Space: for women to feel comfortable sharing their experiences, thoughts, and emotions during wellness workshops.</p> <p>Empowerment and Autonomy: Facilitate workshops that promote self-reflection, self-care, and personal growth, empowering women to take control of their well-being.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p>	Measures to maintain privacy and confidentiality; Data protection and retention	<p>Storage areas for office supplies. assessment tools and equipment: yoga mats, exercise balls, mindfulness props, or therapy supplies.</p> <p>Secure data storage</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library</p>	<p>Women from the community who participate in the wellness workshops, including women seeking mental health support or personal development.</p> <p>Therapists</p> <p>Wellness practitioners who organise and conduct the wellness workshops</p> <p>Enabling team</p> <p>Volunteers</p> <p>Supportive Service providers</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Portable technology</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Develop and communicate emergency procedures to participants and staff, including evacuation plans, first aid availability, and emergency contact information.</p>	Potential shared facilities with women's health, community events, recreational & art activities services

Spatial analysis of building proposal

Spatial definitions

02 General Wellbeing & Community Service

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
FITNESS AND EXERCISE CLASSES	Fitness or Gym Areas: with appropriate flooring and equipment for fitness and exercise classes.	<p>Emotional Safety and Trust: create spaces that offer a sense of comfort, safety and privacy.</p> <p>Body Positivity: create an inclusive environment where women of all shapes, sizes, and fitness levels feel accepted and supported.</p> <p>Empowerment and Autonomy: Provide positive reinforcement, encouragement, and motivational support during fitness and exercise classes, recognising individual achievements and progress.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices.</p> <p>Holistic Wellbeing: Emphasise the importance of holistic wellbeing beyond physical fitness, addressing mental health, self-care, and overall wellness.</p>	Measures to maintain privacy and confidentiality	<p>Storage areas for office supplies, tools and equipment.</p> <p>Secure data storage</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library</p> <p>Changing Rooms and Showers</p>	<p>Women from the community who participate in the fitness and exercise classes, including individuals seeking physical fitness, health improvement, or stress relief.</p> <p>Trainers, instructors, and fitness staff members responsible for organising and conducting fitness and exercise classes</p> <p>Enabling team</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Portable technology</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Equipment Safety: regularly inspect and maintain exercise equipment to ensure it is in proper working condition and safe for use. Provide instructions and guidelines for participants on the safe use of equipment.</p> <p>Proper Flooring: to minimise the risk of slips, trips, and falls during fitness and exercise classes.</p>	Potential shared facilities with women's health and wellness workshops services

Spatial analysis of building proposal

Spatial definitions

03 Shelter and individual support

The shelter and individual support category includes a wide range of healthcare and criminal justice services tailored to meet the specific needs of women. This category encompasses services that require more privacy and individual support.

These services are: mental health, VAWG, women's health, domestic abuse, counselling, probation and criminal justice system support, ensuring a comprehensive and accessible healthcare experience.

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
MENTAL HEALTH	Clinical space: for assessments, consultations, therapy sessions, and group activities. Private rooms for 1-2-1 sessions and larger spaces for group therapy or workshops	Emotional Safety and Trust: soft lighting, cozy seating, calming décor and plants. Empowerment and Autonomy Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices Trauma-sensitive design: comfortable and non-threatening seating arrangements, warm colours, and natural light. Create a sense of safety through clear signage and wayfinding to reduce anxiety.	Soundproofing measures to maintain privacy and confidentiality	Storage areas for office supplies, assessment tools and equipment. Secure storage for confidential client records and documents. Therapy supplies storage: therapy materials, play toys, mindfulness tools, sensory items, etc. Medication storage Books and resources storage	Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.	Office spaces for administrative work Reception area: with clear signage and information Separate waiting area or partitions to maintain confidentially during check-in and waiting times. Outdoor spaces: can be beneficial for relaxation and therapeutic activities.	Women experiencing mental health concerns Survivors of violence in need of trauma-informed counselling or therapy Women seeking support for stress management and emotional well-being Healthcare specialists Enabling team	Independent secure entry If shared access , it is essential to ensure that there is a clear signage and wayfinding to direct women specifically to mental health services. Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.	Clinical space can be easily reconfigured to serve multiple purposes.	Soundproofing Data security: to protect the personal data collected, stored, and processes during mental health services Access control: secure entry systems; CCTV Security alarms system Trained staff	Potential shared facilities with counselling service
	Treatment and calming rooms: smaller private spaces where women can go to feel safe and calm down if feeling overwhelmed.										
	Rehabilitation and recovery space: for training, occupational therapy, social activities, and community integration.										
	Crisis assessment meeting rooms: for multidisciplinary discussions.										

Spatial analysis of building proposal

Spatial definitions

03 Shelter and individual support

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
WOMEN'S HEALTH	<p>Consultation Rooms: for 1-2-1 discussion and assessments between healthcare professionals and women seeking various types of healthcare services.</p> <p>Examination Rooms: with appropriate medical equipment for examinations and other relevant procedures.</p>	<p>Emotional Safety and Trust Empowerment and Autonomy</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p> <p>Curtains and partitions: to create separate spaces and ensure privacy during physical examinations or procedures.</p>	<p>Storage areas for office supplies and equipment</p> <p>Samples storage</p> <p>Secure storage for confidential client records and documents</p> <p>Medical supplies storage</p> <p>Storage space for childcare items: stroller, buggy, toys, etc.</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Flexible Waiting Areas: with play areas for children.</p>	<p>Women of all ages seeking reproductive health services; in need of examinations, vaccinations.</p> <p>Women requiring family planning services</p> <p>Women accessing general health check-ups and screenings</p> <p>Healthcare specialists</p> <p>Nurses</p> <p>Family planning counselors</p> <p>Enabling team</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: for adaptability to different types of consultations, examinations or group sessions</p>	<p>Access control: secure entry systems; CCTV</p> <p>Security alarms system</p> <p>Data security: to protect the personal data collected, stored, and processes.</p>	<p>Potential shared facilities with pre/post-natal support services</p>
	<p>Counselling rooms: private, comfortable spaces where counselling sessions take place. They should have sufficient space to accommodate seating for the counsellor and the client(s), as well as additional seating for observers if needed.</p> <p>Mindfulness and relaxation spaces</p>										

Spatial analysis of building proposal

Spatial definitions

03 Shelter and individual support

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
DOMESTIC ABUSE SERVICES	<p>Support and Counselling Rooms: for confidential 1-2-1 support and counselling sessions.</p>	<p>Emotional Safety and Trust: well-lit areas, clear sightlines and unobstructed exits.</p>	<p>Confidential check-in process</p> <p>Soundproofing to maintain privacy and confidentiality</p>	<p>Secure storage of records with limited access to sensitive information</p>	<p>Separate accessible toilets may be considered for safety and security; it reduces the risk of encounters or accidental disclosure of sensitive information that could compromise their safety.</p>	<p>Administrative Spaces</p> <p>Secure reception area with separate and safe waiting area with discreet entrances/exits</p> <p>Resource library</p> <p>Crisis helpline</p>	<p>Survivors of domestic violence, sexual assault, or harassment seeking crisis intervention and support services.</p> <p>Women experiencing coercive control, emotional abuse, or stalking.</p> <p>Women in need of legal advocacy, including assistance with protective orders or navigating the legal system.</p> <p>Women seeking safety planning, counselling, and referrals to other resources for recovery and empowerment.</p> <p>Women seeking temporary shelter, safe housing, or emergency support</p> <p>Shelter coordinators or managers who oversee safe housing arrangements</p> <p>Counsellors or therapists specialising in domestic violence</p> <p>Legal advocates who offer legal assistance and advocacy for individuals experiencing domestic abuse.</p> <p>Enabling team</p>	<p>Controlled independent access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Counselling rooms can be used for individual or group sessions.</p> <p>Group meeting spaces can be easily reconfigured to serve multiple purposes.</p>	<p>Controlled access, security systems, CCTV cameras, and measures to ensure the confidentiality and anonymity of survivors.</p> <p>Strict protocols to safeguard the personal information of survivors, incl. data protection</p> <p>Soundproofing</p> <p>Panic buttons/alarms to enhance safety and respond to emergencies promptly</p> <p>Trained staff</p>	<p>Permanent usage</p> <p>Potential shared facilities with VAWG</p>
	<p>Group Meeting Spaces: for support groups, therapy sessions, or workshops.</p>	<p>Empowerment and Autonomy</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Trauma-informed design</p>		<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Storage space for childcare items: stroller, buggy, toys, etc.</p>	<p>Trauma-informed design: visual privacy, secure locks, proximity to staff areas for quick assistance and easy navigation within the building.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p> <p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p>						
	<p>Child-Friendly Spaces: play areas or designated rooms for children's activities. These spaces allow children to feel safe and supported while their parents or caregivers receive help.</p>										

Spatial analysis of building proposal

Spatial definitions

03 Shelter and individual support

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
VAWG	<p>Private counselling rooms: 1-2-1 sessions.</p> <p>Group therapy spaces: to accommodate group counselling sessions or support group meetings.</p> <p>Multi-purpose rooms: for workshops, training sessions, community events, or educational programmes.</p>	<p>Emotional Safety and Trust Empowerment and Autonomy: well-lit areas, clear sightlines and unobstructed exits.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Trauma-informed design</p>	<p>Confidential check-in process</p> <p>Soundproofing to maintain privacy and confidentiality</p>	<p>Secure storage of records with limited access to sensitive information</p> <p>Storage areas for office supplies. assessment tools and equipment.</p> <p>Storage space for childcare items: stroller, buggy, toys, etc.</p>	<p>Separate accessible toilets may be considered for safety and security: it reduces the risk of encounters or accidental disclosure of sensitive information that could compromise their safety.</p> <p>Trauma-informed design: visual privacy, secure locks, proximity to staff areas for quick assistance and easy navigation within the building.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p> <p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p>	<p>Safe and secure reception area</p> <p>Safe waiting area with discreet entrances/exits</p> <p>Resource library</p> <p>Administrative Spaces</p> <p>Crisis helpline</p>	<p>Survivors of domestic violence, sexual assault, or harassment seeking crisis intervention and support services.</p> <p>Women experiencing coercive control, emotional abuse, or stalking.</p> <p>Women in need of legal advocacy, including assistance with protective orders or navigating the legal system.</p> <p>Women seeking safety planning, counselling, and referrals to other resources for recovery and empowerment.</p> <p>Healthcare specialists</p> <p>Legal advocates</p> <p>Licensed therapists or counsellors with expertise in trauma-informed care and supporting survivors of violence</p> <p>Enabling team</p>	<p>Controlled independent access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Space can be easily reconfigured to serve multiple purposes.</p> <p>Adaptable and equipped with necessary technology, such as projectors or audio systems, to support various activities.</p>	<p>The reception area should have controlled access and secured entrance to ensure the safety and privacy of visitors.</p> <p>Implement security measures such as panic buttons or alarms for emergency situations</p> <p>Data protection</p> <p>Soundproofing</p> <p>Trained staff</p>	<p>Permanent usage</p> <p>Potential shared facilities with Domestic abuse services</p>
	<p>Confidential spaces for survivor support: private areas where survivors can receive specialised support and assistance. These spaces may include private consultation rooms, crisis intervention rooms, or safe rooms where survivors can seek refuge if necessary.</p>										

Spatial analysis of building proposal

Spatial definitions

03 Shelter and individual support

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
CRIMINAL JUSTICE	<p>Meeting Rooms: for probation officers, social workers, and other professionals to meet with clients, hold case conferences, or conduct team meetings.</p> <p>Interview Rooms: for probation officers and other professionals to conduct confidential interviews with clients.</p> <p>Rehabilitation and support spaces: dedicated spaces for counselling, therapy, group sessions, education, or professional training.</p>	<p>Emotional Safety and Trust: Not-intimidating atmosphere : colours, lighting, and furnishing that promote a sense of calm and comfort</p> <p>Empowerment and Autonomy: display empowering messages , inspirational quotes, or success stories that motivate women during their immigration journey. Visuals that represent strength, resilience and diversity.</p> <p>Cultural Responsiveness & Inclusiveness: multilingual signage and materials in multiple languages and create spaces that respect religious or cultural practices. Incorporate elements of cultural representation: artworks, decorations or materials, to create a space that respects & celebrates different cultural identities.</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p>	<p>Storage areas for office supplies, tools and equipment.</p> <p>Secure storage for confidential client records and documents.</p> <p>Evidence storage</p> <p>Books and resources storage</p> <p>Archival storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Supportive Waiting area</p> <p>Child-Friendly Spaces: play areas or designated rooms for children's activities.</p> <p>Training facilities</p> <p>Healing spaces: meditation, rooms, quiet reflection spaces</p> <p>Garden</p>	<p>Women who have been involved in or affected by the criminal justice system, requiring support with legal advocacy, reintegration, and rehabilitation</p> <p>Legal advocates</p> <p>Victim support workers</p> <p>Case managers specialising in criminal justice issues</p> <p>Enabling team</p>	<p>Secure entry</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p>	<p>Soundproofing</p> <p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Security alarms system</p> <p>Trained staff</p>	<p>Potential shared facilities with legal, immigration advice & support and Refugee & Asylum Seeker Support services</p>

Spatial analysis of building proposal

Spatial definitions

04 Specialised services and advice

The specialised service and advice category covers a comprehensive range of services aimed at offering guidance, assistance, and empowerment to women. This category includes the central points through which women can access

various forms of advice, support, and signposting services to address a wide range of needs, including counselling, refugee and asylum seeker support, immigration advice and support, employment support, and general advice.

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
IMMIGRATION ADVICE & SUPPORT	<p>Consultation Rooms: private and confidential spaces for individuals seeking immigration advice.</p> <p>Collaboration spaces: for immigration advisors, legal experts and support staff to collaborate and discuss complex cases.</p>	<p>Emotional Safety and Trust: Create a sense of safety, comfort and inclusivity. Use colours, lighting and furnishing that promote a warm and welcoming atmosphere helping women feel at ease when seeking immigration advice and support.</p> <p>Empowerment and Autonomy: display empowering messages, inspirational quotes, or success stories that motivate women during their immigration journey. Visuals that represent strength, resilience and diversity.</p> <p>Cultural Responsiveness & Inclusiveness: multilingual signage and materials in multiple languages and create spaces that respect religious or cultural practices.</p> <p>Incorporate elements of cultural representation: artworks, decorations or materials, to create a space that respects & celebrates different cultural identities.</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p>	<p>Storage areas for office supplies, tools and equipment.</p> <p>Secure storage for confidential client records and documents.</p> <p>Books and resources storage</p> <p>Archival storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-Friendly Spaces; play areas or designated rooms for children's activities.</p> <p>Technology access: computer terminals or tablets with internet access to allow women access online immigration resources, fill out forms or communicate with relevant authorities</p>	<p>Women navigating immigration processes, seeking guidance on visas, residency, citizenship, and related legal matters.</p> <p>Immigration advisors</p> <p>Legal experts</p> <p>Caseworkers with expertise in immigration law</p> <p>Enabling team</p>	<p>Secure entry</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p>	<p>Soundproofing</p> <p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Security alarms system</p> <p>Trained staff</p>	<p>Potential shared facilities with legal and Refugee & Asylum Seeker Support services</p>

Spatial analysis of building proposal

Spatial definitions

04 Specialised services and advice

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
REFUGEE & ASYLUM SEEKER SUPPORT	Advice and Counselling Rooms: Dedicated rooms for confidential 1-2-1 advice and counseling sessions.	Emotional Safety and Trust: Create a sense of safety, comfort and inclusivity. Use colours, lighting and furnishing that promote a warm and welcoming atmosphere Empowerment and Autonomy: display empowering messages, inspirational quotes, or success stories that motivate women during their immigration journey. Visuals that represent strength, resilience and diversity. Cultural Responsiveness & Inclusiveness: multilingual signage and materials in multiple languages and create spaces that respect religious or cultural practices. Incorporate elements of cultural representation: artworks, decorations or materials, to create a space that respects & celebrates different cultural identities. Trauma-Informed Design	Soundproofing measures to maintain privacy and confidentiality	Storage areas for office supplies, tools and equipment. Secure storage for confidential client records and documents. Books and translation/interpretation resources storage	Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards. Baby Changing Facilities: with dedicated changing stations; Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.	Office spaces for administrative work Reception area: with clear signage and information Waiting area Quiet Room Child-Friendly Spaces: play areas or designated rooms for children's activities, to create a more welcoming and supportive environment. Community Spaces: communal areas that foster a sense of community and connection among refugee and asylum-seeking women. Communal kitchens	Women who are refugees or seeking asylum, requiring assistance with resettlement, legal processes, language support, and access to basic necessities. Case workers Refugee support officers Resettlement coordinators Enabling team	Secure entry Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage. Panic buttons/alarms	Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.	Soundproofing Data security: to protect the personal data collected, stored, and processes Access control: secure entry systems; CCTV Security alarms system Trained staff	Potential shared facilities with legal, criminal justice and Immigration Advice Support services
	Group Meeting Spaces: for support groups, workshops, or training sessions.										
	Language Support: interpretation services, this may include designated areas for interpreters or access to telephonic or video interpretation services.										

Spatial analysis of building proposal

Spatial definitions

04 Specialised services and advice

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
FINANCIAL ADVICE	Private Consultation rooms	<p>Emotional Safety and Trust: using colours, lighting and décor that evoke a sense of comfort and inclusivity. Natural elements: plants, natural lighting to create soothing and calming environment</p> <p>Empowerment and Autonomy</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p> <p>Data protection and retention</p>	<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Confidential document storage for confidential client records & documents.</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p>	<p>Women seeking guidance on budgeting, financial planning, debt management, access to financial resources, and economic empowerment</p> <p>Financial advisors or debt counsellors</p> <p>Enabling team</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Portable technology</p> <p>Convertible spaces</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p>	<p>Potential shared facilities with housing, legal advice, and employment support (excl. homelessness cases – shared facilities with counselling & mental health services)</p>

Spatial analysis of building proposal

Spatial definitions

04 Specialised services and advice

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
COUNSELLING	<p>Counselling rooms: private, comfortable spaces where counselling sessions take place. They should have sufficient space to accommodate seating for the counsellor and the client(s), as well as additional seating for observers if needed.</p>	<p>Emotional Safety and Trust: soft lighting to create a calming environment. Proper lighting and visibility within the counseling areas are also important for ensuring safety.</p> <p>Empowerment and Autonomy</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p> <p>Data protection and retention</p>	<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Confidential document storage for confidential client records & documents.</p> <p>Books and counselling resources storage</p> <p>Secure medication storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p>	<p>Women seeking emotional support, mental health assistance, and therapeutic guidance</p> <p>Enabling team</p> <p>Qualified counsellors, therapists and healthcare specialists</p>	<p>Independent secure entry</p> <p>If shared access, it is essential to ensure that there is a clear signage and wayfinding to direct women specifically to counselling services.</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p>	<p>Soundproofing</p> <p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Panic buttons/alarms for emergency situations</p>	<p>Potential shared facilities with mental health services</p>
	<p>Mindfulness and relaxation spaces</p>										

Spatial analysis of building proposal

Spatial definitions

04 Specialised services and advice

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
HOUSING ADVICE	Private Consultation rooms	<p>Emotional Safety and Trust: using colours, lighting and décor that evoke a sense of comfort and inclusivity. Natural elements: plants, natural lighting to create soothing and calming environment. Materials and textures that are inviting and promote a sense of security and wellbeing. Non-judgmental environment</p> <p>Empowerment and Autonomy: inspirational quotes, artworks or photographs that promote empowerment, resilience and hope. Imagery of successful housing stories or diverse representations to inspire clients and give a sense of possibility.</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p>	<p>Soundproofing measures to maintain privacy and confidentiality</p> <p>Data protection and retention</p>	<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Confidential document storage for confidential client records & documents.</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p>	<p>Women facing homelessness, insecure housing, or housing-related issues, requiring assistance with finding safe and stable accommodations</p> <p>Housing advisors</p> <p>Social workers</p> <p>Housing support officers with knowledge of local housing policies and resources</p> <p>Enabling team</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Portable technology</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Panic buttons/alarms for emergency situations</p>	<p>Potential shared facilities with financial and legal advice, and employment support (excl. homelessness cases – shared facilities with counselling & mental health services)</p>

10 Spatial analysis of building proposal

Spatial definitions

04 Specialised services and advice

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
LEGAL ADVICE	<p>Private Consultation rooms</p>	<p>Emotional Safety and Trust: using colours, lighting and décor that evoke a sense of comfort and inclusivity. Natural elements: plants, natural lighting to create soothing and calming environment. Materials and textures that are inviting and promote a sense of security and wellbeing. Non-judgmental environment. Ergonomic seating, appropriate lighting, easy navigation through the space.</p> <p>Empowerment and Autonomy: inspirational quotes, artworks or photographs that promote empowerment, resilience and justice. Display images that celebrate women's rights and achievements</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p>	<p>Soundproofing measures to maintain privacy and confidentiality; and visually shielded to protect sensitive conversations.</p> <p>Data protection and retention</p>	<p>Storage areas for office supplies. assessment tools and equipment.</p> <p>Confidential document storage for confidential client records & documents.</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library: legal info, self-help materials and educational resources</p>	<p>Women in need of legal advice and representation, particularly regarding family law, domestic violence, discrimination, or other legal matters</p> <p>Legal advisors, solicitors, or paralegals specialising in relevant areas of law such as family law or immigration law.</p> <p>Enabling team</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Portable technology</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p>	<p>Potential shared facilities with financial and housing advice, and employment support</p>

Spatial analysis of building proposal

Spatial definitions

04 Specialised services and advice

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
GENERAL ADVICE & SIGNPOSTING	Private Consultation rooms	<p>Emotional Safety and Trust: create spaces that offer a sense of comfort, safety and privacy, allowing women to feel at ease when seeking advice or support. Natural elements: plants, natural lighting to create soothing and calming environment.</p> <p>Empowerment and Autonomy</p> <p>Cultural Responsiveness & Inclusiveness: signage and materials in multiple languages and create spaces that respect religious or cultural practices</p> <p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p>	<p>Soundproofing measures to maintain privacy and confidentiality;</p> <p>Data protection and retention</p>	<p>Storage areas for office supplies, assessment tools and equipment.</p> <p>Secure data storage</p> <p>Books and resources storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p> <p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes, women's pads and tampons with discreet packaging or dispensers.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library</p>	<p>Women in crisis who require urgent support and guidance</p> <p>LGBTQ+ women who may require specific support and resources related to their sexual orientation and gender identity.</p> <p>Enabling team</p> <p>Volunteers</p> <p>Supportive Service providers</p>	<p>Shared access</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p>	<p>Multi-purpose rooms: spaces can be easily reconfigured to serve multiple purposes.</p> <p>Portable technology</p>	<p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p>	<p>Potential shared facilities with financial and housing advice, and employment support.</p>
Creche	Private, secure space with access to garden.	<p>Acoustic considerations: sound-absorbing materials to minimize noise disruptions</p>	<p>Soundproofing to manage noise disturbance to other users of the building.</p>	<p>Significant storage space to accommodate equipment as well as records</p>	<p>Baby Changing Facilities: with dedicated changing stations;</p> <p>Hygiene supplies: disposable changing pads, nappies, wipes.</p>	<p>Office spaces for administrative work</p> <p>Reception area: with clear signage and information</p> <p>Waiting area</p> <p>Child-friendly spaces</p> <p>Resource library</p>	<p>Children of women visiting the centre.</p> <p>Children of vulnerable women needing ad hoc or regular short-term childcare support.</p> <p>Children of building staff?</p>	<p>Secure access that manages ingress and egress.</p>	<p>Spaces needed for eating, children sleeping, play activities. Learning activities</p>	<p>Access control: secure entry systems; CCTV</p>	<p>None.</p> <p>Shared use of office spaces and kitchen/food preparation spaces within the wider building.</p>

Spatial analysis of building proposal

Spatial definitions

05 Service Providers Area

The service providers' area category covers all the facilities the different organisations delivering the services will need to operate from the building. These spaces are, for example, office spaces, storage spaces, tea point and eating area.

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
DROP-IN OFFICES / HOT-DESKING	<p>Office space: open plan office space for different services providers to come and work for the day</p>	<p>Light and open spaces: Create open spaces full of light so that people working in the space feel comfortable</p>	<p>Soundproofing measures to maintain privacy and confidentiality should be taken into account if service providers need it.</p>	<p>Storage areas for office supplies, tools and equipment.</p> <p>Secure storage for confidential client records and documents.</p> <p>Archival storage</p>	<p>Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.</p>	<p>Tea point for administrative workers</p> <p>Eating area and lounge : for the administrative workers and enabling team</p> <p>Technology access: computer terminals or tablets with internet access to allow women access online immigration resources, fill out forms or communicate with relevant authorities</p> <p>Lockers: as the organisations will not always be there, there should be a space where they can keep their personal belongings safe in needed.</p>	<p>Services and advice providers</p> <p>Administrative teams</p> <p>Enabling team</p>	<p>Secure entry</p> <p>Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage.</p> <p>Control entrance only people working in the space should have access to this space</p>	<p>Multi-purpose spaces can be easily reconfigured to serve small and big teams.</p>	<p>Soundproofing</p> <p>Data security: to protect the personal data collected, stored, and processes</p> <p>Access control: secure entry systems; CCTV</p> <p>Security alarms system</p> <p>Trained staff</p>	<p>Potential shared facilities with all the service providers and enabling team</p>

Spatial analysis of building proposal

Spatial definitions

05 Service Providers Area

Service	Spatial requirements	Qualitative Requirements	Privacy	Storage space	Sanitary requirements	Support Facilities	Users	Building Gateways	Flexibility	Safety & Security	Multi-purpose usage
MEETING ROOMS	Small meeting rooms: Dedicated rooms for confidential 1-2-1 advice and counselling sessions.	Emotional Safety and Trust: Create a sense of safety, comfort and inclusivity. Use colours, lighting and furnishing that promote a warm and welcoming atmosphere Comfort: bright rooms with the necessary technological tool needed, such as projector, screen audio, etc.	Soundproofing measures to maintain privacy and confidentiality	Storage areas for office supplies, tools and equipment.	Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.	Tea point for administrative teams and the people using the rooms	Services and advice providers Administrative teams Enabling team	Secure entry Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage. Control entrance only people working in the space should have access to this space	Room size flexibility: potential flexibility in the room sizes so the space can be harnessed.	Soundproofing Data security: to protect the personal data collected, stored, and processes Access control: secure entry systems; CCTV Security alarms system Trained staff	Shared facilities with all service providers and the enabling team
	Group Meeting Spaces: to support team meetings, workshops, or training sessions.										
	Large Meeting Spaces: to house larger meetings with the wider teams, boards, larger organization meetings, etc.										
ANCHOR OFFICE SPACES	Office space: office spaces that will respond to the anchor(s) organisations' needs and structure. This might be an open space office or divided spaces with independent small offices	Light and open spaces: Create open spaces full of light so that people working in the space feel comfortable	Soundproofing measures to maintain privacy and confidentiality should be taken into account if service providers need it.	Storage areas for office supplies, tools and equipment. Secure storage for confidential client records and documents. Archival storage	Sanitary facilities should be accessible to women with disabilities complying with the UK accessibility standards.	Tea point for administrative workers Technology access: computer terminals or tablets with internet access to allow women access online immigration resources, fill out forms or communicate with relevant authorities	Anchor organisations(s)' team members	Secure entry Accessibility: ensure that all spaces within the building are accessible to women with disabilities, incl. ramps, lifts and appropriate signage. Control entrance only people working in the space should have access to this space	Multi-purpose spaces can be easily reconfigured to serve small and big teams.	Soundproofing Data security: to protect the personal data collected, stored, and processes Access control: secure entry systems; CCTV Security alarms system Trained staff	n/a

Appendix E

POTENTIAL FUNDING SOURCES

Potential Funding Sources (Trusts and Foundations)

Heinz, Anna and Carol Kroch Foundation - charitable UK organisations working with individuals suffering from poverty and hardship, including domestic violence.

Clothworkers Foundation - domestic and sexual violence.

Community Fund - Women and Girls Initiative - empowers women and girls facing issues such as violence, abuse, exploitation, and multiple and complex needs. Also aims to provide quality evidence that shows what empowers women and girls.

Coutts Foundation - current focus on women and girls.

Eleanor Rathbone Charitable Trust - charities benefiting women and unpopular and neglected causes, but avoiding those with a sectarian interest.

Evan Cornish Foundation – UK and overseas. Supports the most marginalised and promoting human rights, particularly smaller organisations and projects which prioritise women

Feminist Review Trust - Grants for projects in the UK and internationally that transform the lives of women.

Funderbirds - projects which empower women attempting to redress social inequality. Aim is to fund projects that will work towards creating self-reliance, safety and well-being for women.

Hilden Charitable Fund - UK charities; homelessness, penal affairs, asylum seekers and refugees, disadvantaged young people and projects in developing countries working on community development, education, and health (with particular interest in projects that address the needs and potential of girls and women). Both project and general running costs.

Housing for Women - affordable housing, help women and children escaping domestic abuse, survivors of trafficking, women leaving prison and older women.

Kelly Family Trust - interested in involving all or most family members, including families affected by sexual abuse, physical abuse and domestic violence.

National Lottery Communities Fund

Oak Foundation - addressing violence against women and supporting movement building.

Pilgrim Trust – improving the life chances of vulnerable people, particularly women and girls.

Rosa - initiatives that benefit women and girls in the UK.

Sigrid Rausing Trust - women's rights.

Smallwood Trust - women on low incomes, women led/focussed charities/projects, policy and solutions to gender poverty.

Tampon Tax Fund - disadvantaged women and girls. Violence against women and girls, female homelessness and rough sleeping, women in music, and a general programme.

Violence Against Women & Girls Grassroots Fund - supporting existing VAWG-specialist grassroots organisations operating deep in London's communities.

Vulnerable Women and Girls UK - issues such as period poverty, domestic and sexual abuse, mental health and long-term unemployment

Womens Foundation - gender specific issues arising from abuse, disease or social exclusion due to isolation, neglect, loneliness or lack of education.

Woodward Charitable Trust – core costs, small to medium charities, children, disability, disadvantaged women and families, prisoners, minority groups.

Womens Holiday Fund - recuperative holidays for women in Greater London.

Source: www.CharityConnect.co.uk

Appendix F

IMPACT ANALYSIS

Theme
Criminal Justice System
Women's Only Centres
Women's Needs
Housing and homelessness
Funding

Advance & the Criminal Justice System

Advance	Evidencing the need	Response	Impact
<p>Delivering support for women experience domestic abuse, in contact with the Criminal Justice System (CJS) or at risk of offending.</p> <p>Advance pioneered best-practice models such as the role of the independent Domestic Violence Advocate and its Minerva Model for those in contact with the criminal justice system.</p> <p>Who and Where? Women referred to Advance come from all age groups and communities throughout the South and East of England, including Greater London.</p>	<ul style="list-style-type: none"> • CJS inequalities in arrest. • Women's experience vs men is different. • The number of women and children being referred for support continues to increase, as the effects of the pandemic and the cost-of-living crisis continue to impact women and children disproportionately. 	<ul style="list-style-type: none"> • Community solutions such as OOC's • A 'whole system approach' 	<ul style="list-style-type: none"> • 10% reduction in women's imprisonment could save £9.5–14.7million annually. • Women are leading better lives.

Source: www.advancecharity.org.uk

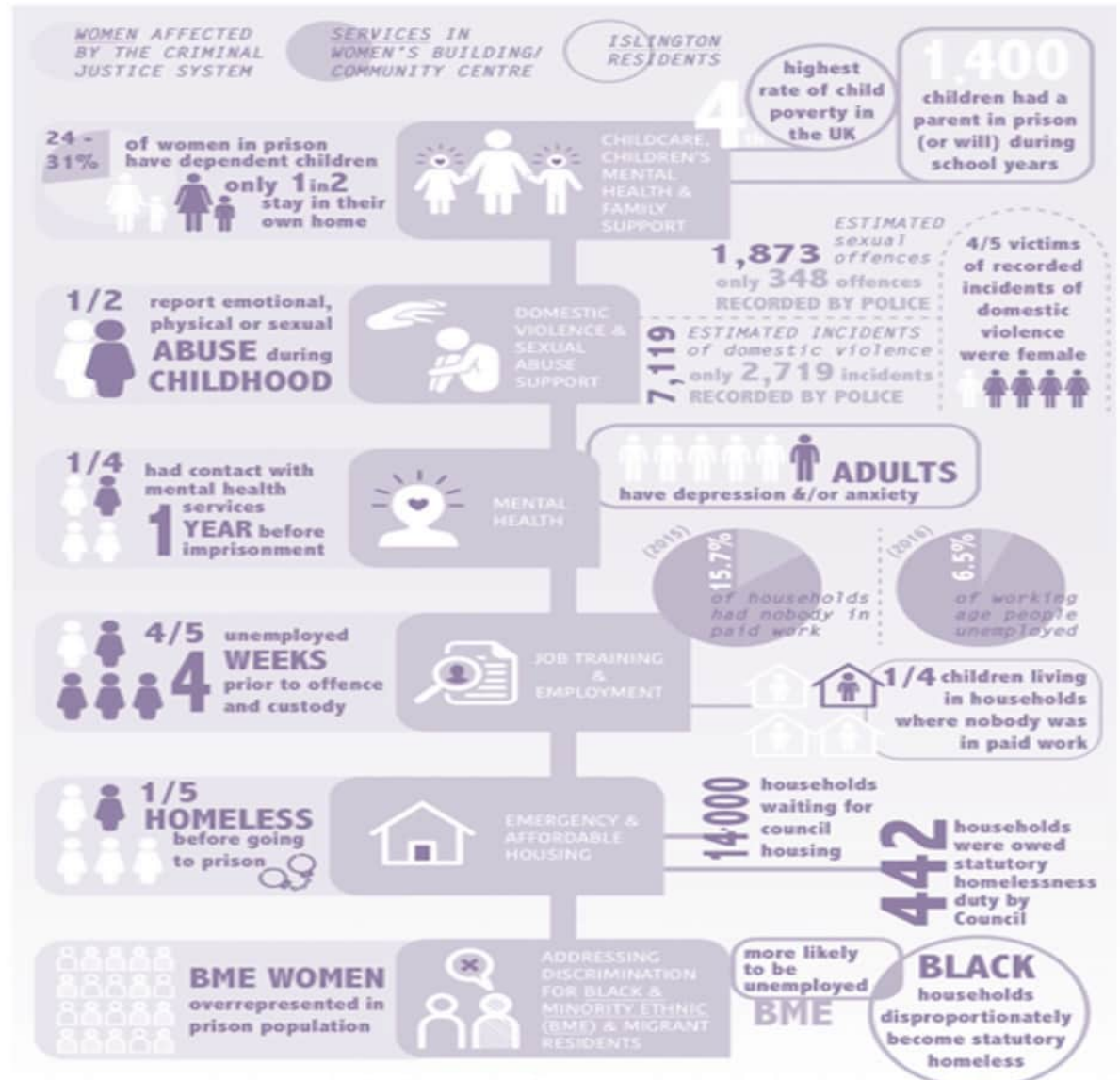
Criminal Justice System & Women in Islington

Every year we spend £5.4million putting women behind bars in Islington alone. Breakdown:

- £5,411,508
- £4,888,379 total cost of incarceration
- £523.130 total cost of child care

It costs up to £66,000 a year to incarcerate one woman in the UK and about £35,000 a year to put the child of an incarcerated women in Islington Council's Care

Women's centres in the UK are more successful at reducing re-offending rates than prisons and costs approximately £1000 per woman per year.



<https://plan4holloway.org/working-groups/womens-building/>

Why women's only? There **are inequalities in the Criminal Justice System:**

- More women are sentenced to prison time for first-time offences than men.
- Women more likely to be arrested for low-harm offences
- These inequalities are exacerbated by the fact that women who commit offences are more likely than men to be victims of crimes themselves, suggesting harsher treatment of women by the criminal justice system
- In 2020, 5,011 prison sentences given to women, 72% of which were for nonviolent crimes, compared to 54,564 prison sentences given to men, just 18% of which were for non-violent crimes
- 4% women made up only 4% of the prison population, 70% of those sentences for less than 12 months
- In 2020 it was twice as high as it was in 1993
- 23% of women were sent to prison on a first offence compared to 14% of men
- In 2020, Black women were twice as likely to be arrested as white women with 7% of women in prison being Black and Black British ethnicity, compared to 3.3% of the population and 9.4% identified as foreign national

Women in contact with the criminal justice system report multiple needs and trauma at a higher rate than men.

- 71% of women report mental health needs compared to 47% of men
- 46% of women report problematic substance misuse on entry to prison compared to 27% of men
- 28% report problematic alcohol use on entry to prison compared to 17% of men
- 53% women report experiences of childhood abuse compared to 27% of men
- 60% of women who offend report experiencing domestic abuse, however this figure is believed to be a lot higher
- The Ministry of Justice reported self-harm incidents were at 3,207 per 1,000 among female prisoners (9.3 incidents per each woman self-harming) compared to 661 incidents per 1,000 among male prisoners (4.4 incidents per man self-harming)
- The proportion of women dealt with by OOCs has decreased by 74% over 10 years

Women in contact with the criminal justice system report multiple needs and trauma at a higher rate than men.

- The adverse and long-term effects of custodial sentences disproportionately effect women and only builds trauma upon trauma.
- The impact of women going to prison disproportionately affects families and children, as they are more likely to be the prime care-giver. An estimated 17,000 children are also affected by maternal imprisonment.
- The number is higher when looking at all 'children affected by the profound stigma felt by those whose mothers have been involved in the criminal justice system'.

Source: www.advancecharity.org.uk

Why women's only? Criminal Justice System:

- Women are a minority group in the criminal justice system comprising 4% of the prison population and 15% of the number of people on probation, which can mean their needs are overlooked. As evidence shows, women in contact with the criminal justice system experience many different challenges concurrently, otherwise known as experiencing multiple disadvantage.
- Almost two thirds of women in prison report experiencing domestic abuse, although the true figure is likely to be higher and 53% have faced emotional, physical or sexual abuse during childhood. These experiences of trauma, combined with the greater likelihood of women being primary carers for dependent children, can result in imprisonment being particularly punitive and challenging.
- As many as seven in ten women in prison report experiencing mental ill health and the rate of self-harm is seven times higher than it is for men in prison
- Over half (56%) of women entering prison each year are there on remand, awaiting trial. More than four out of five women (84%) remanded from the Magistrates' Court and two in five (41%) remanded from the Crown Court, don't go on to receive an immediate custodial sentence. Two thirds of women sentenced to prison are there for 12 months or less.

Most aspects of life cannot be put on pause for the duration of a prison sentence. Even a short period in prison is enough time to lose your children, home and job.

- Prisons are not appropriate or safe places to address the root causes of offending. Women released from prison are more likely to be swept back into the criminal justice system than those serving community sentences.²² Almost six in ten (58%) women reoffend in the first 12 months of leaving prison, which increases to over seven in ten (73%) for women who have served sentences of less than a year.

Research on the experiences of pregnant women in English prisons shows that women face stress and are often unable to access basic comfort, good nutrition, or fresh air.

- The fear of potential separation from their baby or the shame of being a mother in prison can cause severe mental health problems.
- 3 in 5 women prisoners are sentenced to less than 6 months in prison, and the most common offence among pregnant prisoners is shoplifting.

Source: www.advancecharity.org.uk

Achievement 2022 Report	Outcome	Impact
<p>In 2022 Advance services received 9,591 referrals in total</p>	<ul style="list-style-type: none"> Thousands of women and girls every year work with Advance Advance enable women and children to be safer from domestic abuse and work to improve justice outcomes for those in contact with the criminal justice system Recovery from trauma Improved confidence, self-esteem and life skills The number of women and children being referred for support continues to increase, as the effects of the pandemic and the cost-of-living crisis continue to impact women and children disproportionately 	<p>In 2022 alone, women who were provided with Advance justice services reported:</p> <ul style="list-style-type: none"> 92% of women said they felt safer from abuse 93% of women reported improved health and well-being 96% young women (15-24 years old) reported healthier relationships 97% of women said that they had enhanced parenting skills 89% of women reported reduction in drug and alcohol use <p>All women reported improvement in all areas of need after receiving support and sustainable impact after exiting the service.</p> <ul style="list-style-type: none"> 89% reported improved mental health and well-being 100% feeling safer from domestic abuse 93% reported a reduced likelihood of reoffending due to the support <p>After three months after exiting the service, 100% of women are less likely to reoffend, 100% felt the support received had a positive impact on their children and 74% are either in employment or in education.</p> <p>Advance estimates that the cost of providing holistic community support at our Women's Centres is £2,126 per woman on average. The UK Women's Budget Group estimated that a place in prison costs the £52,121 of public funds.</p> <p>It is estimated that £1.7bn is spent on issues linked to women's offending, whilst in the long term £2.84 is saved for every £1 spent on women's centres, according to the UK Women's Budget Group report (2021)(23) . The report highlights that, across England and Wales, a 10% reduction in women's imprisonment could save £9.5–14.7million annually. An initial review of 15 women's services specialist providers has revealed a £10m gap in core funding for Women's Centres for the year from March 2021.</p>
<p>Recommendation: Development and embedding of holistic, trauma-informed and women-specific responses is required by local-authorities and regional statutory partners, specifically Mental Health community services, Courts and Magistrates, Housing and Social Care teams, that meet the needs of women in contact with the criminal justice system.</p>		

Criminal Justice System

Achievement 2022 London Diversion Service	Outcome	Impact
<p>London's Women Diversion Service was launched in September 2019 led by Advance and in partnership with Women in Prison, Hibiscus Initiatives and Pecan, across four London boroughs.</p> <p>"We know that women serving prison sentences need specific support to turn their lives around. Women in prison are likely to be victims as well as offenders and their experiences and needs have been overlooked for far too long" Sophie Linden, London's Deputy Mayor for Policing and Crime.</p> <p>The Service aims to work with women who have committed lower-level offences in London at point of arrest and is funded by MOPAC, delivering on London's Blueprint for Women in the Criminal Justice System.</p>	<p>In the 22 months between November 2019, when Advance received their first referral, and August 2021, the Service received a total of 175 referrals.</p> <p>Each woman is supported by a dedicated keyworker. Emotional and practical support and advocacy. Assess needs and plan to divert away from CJS. Support up to 6 months is offered.</p>	<p>Women in London's prison system are able to access support across a range of areas and services. Working together we can tackle the root causes of their problems and drive down reoffending, cut crime and make communities safer.</p> <p>A police report showed a 356% increase in the use of Conditional Cautions (CC) for women in 2020/21 following the launch of the London Women's Diversion Service, compared to 2019.</p> <p>Women supported through the Diversion scheme all experienced improvements in all rehabilitative needs.</p> <p>All the women reported they improved in all their areas of need.</p> <p>100% of the women reported feeling safer from domestic violence & abuse 89% reported improvement in mental health & well-being 88% reported improvement in problematic substance use 100% reported improvement in accommodation 95% reported feeling supported to make alternative, positive choices 93% reported a reduced likelihood of reoffending due to support received</p>
<p>Recommendation: Provide funding and commission mental health support, including counselling, for women in contact with the criminal justice system, both at point of arrest and those in the community, working closely with specialist women's services and women centres.</p> <p>Improve pathways for women in contact with the criminal justice system to mental health services in the community, improving diagnosis and support, and particularly for those deemed as 'dual diagnosis' of problematic substance use and mental health which often excludes them from support altogether</p>		

What needs to be delivered? A Whole System approach.

What: The Ministry of Justice's Female Offender Strategy (July 2018) recognised that often a women's interaction with the criminal justice system is linked with trauma. 'In some cases, their offending could have been prevented by addressing their vulnerabilities at an earlier stage'.
There is a need for preventative, gender focused services.

Impact: The Strategy set out the Government's commitment to a new programme of work for women driven by earlier intervention and an emphasis on community-based solutions.

What: The 6 London Women's Diversion Service Advance, September 2021 strategy also outlined the Government's belief that Whole System Approaches (WSA) offering holistic support are key to delivering better outcomes.
The Mayor of London's Office for Policing and Crime (MOPAC) and the Deputy Mayor for Policing and Crime, Sophie Linden, set out a new vision for transforming how the criminal justice system works with women who have committed offences in London.

Impact: London's Blueprint for a Whole System Approach to Women in Contact with the Criminal Justice System (July 2019) aims to tackle the root causes of offending, prevent reoffending and provide women with the support they need after leaving prison.
The Blueprint aims to connect women with mental health services, ensure appropriate safeguarding measures are in place, help women build supportive relationships and support a smooth transition into safe accommodation when leaving prison.
The Blueprint proposes a coordinated approach between the police, prisons, local authorities and rehabilitation organisations to meet the needs of women in prison.

Advance deliver a whole range of services for women, including offering holistic community support at Women's only Centre's.

Source: www.advancecharity.org.uk

The Howard League is conducting a programme to reduce arrests of women. Why?

- The **criminal justice system** is frequently a harsher experience for women than it is for men. Prisons are unable to address the physical and mental health needs of women and in fact make them worse, an inquiry by an influential cross-party panel of MPs and peers has found.
- MPs and peers considered evidence from a range of sources indicating that health disparities relating to sex and ethnicity, which exist in the community, are amplified in prisons. The inquiry heard that women in prison were not always listened to or believed when they raised health concerns or asked for help.
- The All-Party Parliamentary Group found that the lack of continuity for women going in and out of prison was detrimental to their care.
- Thousands of women in distress are being arrested unnecessarily each year instead of being given the help and support they need. The APPG found numerous examples of women being arrested for alleged non-violent offences.
- Often, police are being asked to deal with problems that other public services have failed to resolve, such as drug and alcohol addiction, mental ill-health and homelessness.
- The APPG was able to consider more information about this after the Howard League for Penal Reform asked one force to analyse its data on arrests of women and girls over a two-year period. It emerged that almost three-quarters of the women arrested had previously come to the attention of the police as victims of violence or sexual violence. More than half of them had been victims of domestic abuse.

Response:	How?	
<ul style="list-style-type: none"> • There were more than 97,000 arrests of women last year. Often arrest is unnecessary or inappropriate. • Women's centres such as Alana House, the Well Women Centre in Wakefield and our other award winners have shown that there is a better way of addressing the complex needs that some women have rather than arresting or prosecuting them in the courts. 	<ul style="list-style-type: none"> • Tailored community services for women are key to enabling women who come into contact with the criminal justice system to remain in their communities. • Tailored community services for women are key to enabling women who come into contact with the criminal justice system to remain in their communities. • APPG 'Prisons are not healthy environments. They are unable to address the physical and mental health needs of women and in fact exacerbate them. Imprisonment compounds the victimisation of women, the majority of whom have experienced violence or abuse prior to prison.' 	<ul style="list-style-type: none"> • APPG 'despite the overwhelming evidence that prisons impact negatively on women's health and well-being, there has been little progress in reducing the number of women sent to prison'. • Black, Asian and ethnic minority women are more than twice as likely to be arrested as white women, but less likely to be charged following arrest.
<p>Recommendation: The briefing calls for more specialist services for women and secure funding to ensure they are sustainable.</p>		

Source: <https://howardleague.org>

Hibiscus	Evidencing the need	Response	Impact
<p>An Organisation committed to social justice and to providing specialised services to Black, minority ethnic and migrant women affected by the criminal justice and immigration systems.</p>	<ul style="list-style-type: none"> • Women from 'minority ethnic' groups are overrepresented at every stage of the criminal justice system • Black women are twice as likely as white women to be arrested • 16 % women's prison population are recorded as being from a non-white background • Foreign national women accounted for 10% of the female prison population in 2020/21 • Of all girls prosecuted in 2021, 25% were from 'minority ethnic' groups • Black and Asian female defendants are more likely than white female defendants to be remanded in custody • Black, Asian and 'minority ethnic' women are more likely to receive a custodial sentence than white women • Women from a white ethnic background are more likely to receive approval from a Mother and Baby Unit (MBU) Board than women from an 'ethnic minority' (excluding white minorities) background 	<p>Hibiscus deliver high-impact support and advocacy services in prisons, in the community and international resettlement.</p>	<p>In the past seven years alone, Hibiscus have worked with over 12,000 migrant people from over 100 different countries, in prison, immigration detention centres and in the community.</p> <p>The Female Offender Strategy Plan 2022-25 has introduced training for all prison and probation staff on how to support the needs of women.</p> <p>Ministry of Justice further aim to introduce additional family engagement workers in prisons to support women in maintaining healthy family relationships during their sentence and prepare for resettlement</p> <p>Hibiscus plan to work with partners to develop a pilot for up to three social workers in women's prisons to support mothers in custody, increase uptake of Mother and Baby Unit (MBU) places, support women through family court processes and prepare mothers for resettlement with their children.</p>

Source: <https://hibiscusinitiatives.org.uk/>

Why women's only services?

- In June 1996, 21.3% of the total number of female British nationals in prison were sentenced for drug offences, compared to 52.4% of foreign nationals.
- Nearly 60% of women in prison and under community supervision by probation services are victims of domestic abuse, and for many this is directly linked to their offending.
- Women and girls from 'minority ethnic' groups are overrepresented at every stage of the criminal justice system, with Black women twice as likely as white women to be arrested.
- A quarter of girls and nearly a fifth of young women prosecuted in 2021 were from 'minority ethnic' groups

"Double disadvantage" The experiences of Black, Asian and Minority Ethnic women in the criminal justice system report highlights how both gender and ethnicity impact on BAME women's experiences of the criminal justice system.

- BAME women commonly feel they are treated differently within the system, particularly in sentencing, jury verdicts and within some prisons.
- For many women, the feeling that they did not have their stories and circumstances considered during their trial and the fact that they were confused by the process and their options underpins a sense of injustice and mistrust in the system.
- The impact on women's families and communities was also profound. Women talked of the 'ripple effect' on their whole family, and in particular their children, and the shame and stigma felt in their communities of being a woman involved with the criminal justice system.
- It is imperative that steps are taken to ensure fairness and perceived fairness in the criminal justice system and so that racism or unconscious bias are not features of any part of the system.

In some respects the picture has worsened, with new evidence of systemic racism and sexism in the police, and police-perpetrated VAWG. This appears to have led to a collapse in women and girls' trust in the police, particularly amongst those who are racially minoritised.

Women face the 'double disadvantage' of gender inequality when they encounter the criminal justice system. As a result, their mental health is often ignored. We recently joined forces with other organisations in the sector to create and enforce change to address matters negatively impacting black and minoritised women in prisons.

Source: <https://hibiscusinitiatives.org.uk/>

Achievements	Outcome	Impact
<ul style="list-style-type: none"> • Hibiscus offer a Women's only Centre, a place dedicated to creating a safe and inclusive space, guided by new strategy and values and feminist principles • Other new projects have been developed at Hibiscus in recent years such as supporting women at courts, the WrapAround and Diversion projects, the Cultural Mediation project and the antitrafficking work. 	<ul style="list-style-type: none"> • One-to-one support for clients • Various campaigns and publications such as: <ul style="list-style-type: none"> ○ 'I AM A ROMA WOMAN' VIDEO Co-produced with clients and professional filmmakers, about their experience of living in London ○ 'STILL NO WAY OUT' report Hibiscus and PRT joint publication on the experiences of migrant women in the CJS - women publicised the findings, including a roundtable discussion at the House of Commons ○ 'CLOSED DOORS' report into the experiences of women in asylum accommodation, in partnership with Commonweal Housing. Women contributed and shared their experiences at the report launch event and in national media coverage. ○ 'ROUNDTABLE' WITH LYN BROWN MP, A MEMBER OF THE LABOUR SHADOW JUSTICE TEAM Roundtable organised to inform on the obstacles and disadvantages experienced by Black, minoritised and migrant women in the Criminal Justice System, and the action plan to achieve change. 	<p>Marrginalised migrant women are able to:</p> <ul style="list-style-type: none"> ○ Understand their circumstances ○ Make informed decisions ○ Take constructive action ○ Form positive relationships ○ Rebuild their lives ○ Experience better mental health and wellbeing ○ Influence change to make the criminal justice and immigration system fairer <p>Hibiscus raise awareness of sex and labour exploitation through developing an award-winning animation in 2012</p>
<p>Recommendation:</p> <ul style="list-style-type: none"> ➤ Sufficient gender-responsive safe house bed provision which meet the needs of all individuals going through the National Referral Mechanism, regardless of their immigration status; ➤ Gender responsive accommodation placing; women victims of trafficking are to be placed in female only accommodation 		

Source: <https://hibiscusinitiatives.org.uk/>

The value of Women's Centres

The case for Women's Centres is already well established for providing a holistic approach to supporting vulnerable women impacted by, or at risk of entering, the criminal justice system. A network of around 40 centres currently exists in England and Wales.

The Value of Women's Centres Report (2022, Women In Prison), supported by the independent analysis by Alma Economics, outlines how centres deliver a nearly threefold return on taxpayer investment by keeping women out of prison and easing demand for other services.

The research found that a Women's Centre receiving £1m investment in a year can support over 650 women and generate £2.75m in socio-economic benefits, including savings for public services and significant gains in welfare for women and their children.

Through prevention and early intervention, support from Women's Centres can mean reducing long-term or crisis point demands on services such as health and housing, more survivors accessing support for domestic abuse, and a reduction in the number of children entering the care system.

Among the agencies and departments that benefit, nearly half (47%) of the public sector savings is returned to the local authority, 17% to the Ministry of Justice and 15% to the NHS.

Despite this clear case of return on investment, it is clear from the report, and our engagement with operators, that securing sustainable funding for these Women's Centres is incredibly challenging and this remains an obstacle / issue for them delivering the full range of benefits to the women they serve.

Building blocks of support

Women's Centres provide support that encompasses all aspects of a woman's life, usually under one roof by in-house specialist staff and through partnerships with other agencies. This image represents the different blocks of support that can be offered to enable women to rebuild their lives.



The Value of Women's Centres, Women in Prison 2022

Women's Only Centres

Hibiscus offer a Women's only Centre, a place dedicated to creating a safe and inclusive space, guided by new strategy and values and feminist principles. Why do women's only centres work?

Achievement: Women's Centres (Women In Prison)	Why?	Impact
<p>Women's Centres take an approach that encompasses all aspects of a woman's life and provide services and support from housing and finances to domestic abuse and harmful substance use. Women's Centres are based in local communities and enable women to maintain relationships with family and social networks, whilst also building and developing wider support systems.</p> <p>Women's Centres provide understanding environments that take into account responses to trauma and work with women in a non-judgemental way.</p>	<p>The Women's Centre model is well established and has delivered positive outcomes for women, including women at risk of offending, or involved in the criminal justice system, over many years.</p> <p>Independent analysis by Alma Economics shows that the benefits generated by Women's Centres outweighs costs across different funding scenarios.</p> <p>The research found that a hypothetical Women's Centre receiving £1m investment in a given year can support over 650 women and generate £2.75m in socio-economic benefits, including savings for public services and significant gains in welfare for women and their children.</p>	<p>Through prevention and early intervention, support from Women's Centres can mean reducing long-term or crisispoint demands on services such as health and housing, more survivors accessing support for domestic abuse, and a reduction in the number of children entering the care system.</p> <p>Among the agencies and departments that benefit, nearly half (47%) of the public sector savings is returned to the local authority, 17% to the Ministry of Justice and 15% to the NHS.</p>
<p>Recommendation: Trauma and gender informed service delivery</p>		

Source: <https://hibiscusinitiatives.org.uk/>

The Women's Centre Model, a definition: We follow the definition of Women's Centres as independent specialist community support services for women facing multiple disadvantages including women involved in (or at risk of involvement in) the criminal justice system. They serve women only, in recognition of the well-evidenced need for gender-specific interventions. Centres provide holistic, woman-centred, trauma-informed services in safe, women-only spaces. Many provide access to specialist advocacy, advice and support on housing, substance misuse, mental and physical health, employment, debt, domestic abuse and family and parenting issues. This can be through in-house specialist staff and partnerships with other agencies.

Source: Source: Anawim.co.uk

Women's Only Centres

Achievement: Luton All Women's Centre	Outcomes	Impact
<ul style="list-style-type: none"> • Safe, women-only space, situated in central Luton, welcomes all women, regardless of age, disability, gender, marital status, race, belief or sexuality. • Offers a wide-range of advisory, information, practical and holistic support services, our aim is to challenge gender inequality and empower women and girls to enjoy lives that are safer, healthier and fairer. • The Centre also works with professionals, providing information and resources to help them work with women and girls in Luton and Bedfordshire, covering many of the key issues affecting their lives, such as forced marriages and FGM. 	<p>Data for Luton All Women's Centre (annually)</p> <ul style="list-style-type: none"> • 1000 vulnerable women/girls supported • Around 80% of clients are affected by domestic violence/ abuse • 1,200 counselling sessions provided • 21 interventions made in cases of Harmful Practices • 100 clients supported through specialist domestic abuse group sessions • 218 other group sessions delivered, e.g. wellbeing, exercise and sewing groups • 1,200 local young people and professionals benefitting from training • Over 500 members of our community engaged in events/ awareness raising activities 	<ul style="list-style-type: none"> • Women lead independent lives • Women can manage their finances • Women access education, skills and training opportunities • Women have improved confidence • Women access meaningful volunteering/ employment opportunities • Impacting change and raising awareness of gender inequality • "Working in partnership with many other local organisations and networks, we're raising awareness of these issues, organising and participating in relevant events or campaigns, collaborating on projects, and playing our part in influencing local policy wherever it has a gendered impact"

Source: <https://www.lutonallwomenscentre.org.uk/>

Women's Only Centres

Evidence	Anawim	Outcomes
<ul style="list-style-type: none"> The Corston Report is a review of vulnerable women in the criminal justice system carried out in 2006 by Baroness Jean Corston. It outlines the need for a distinct and integrated approach to improve services for women in the criminal justice system and women at risk of offending. The report found that women have been marginalised within a system largely designed by men for men. It concludes that an extension of the network of women's community centres is required to direct women out of pathways that lead to crime. 	<ul style="list-style-type: none"> Women with multiple needs in Birmingham are offered support in a women's only centre. In 2019, the main reasons for women accessing the drop-in services were due to mental health, finance problems, accommodation and domestic violence. On average women present with at least five needs at the point of referral, and often during the course of her Anawim journey she will disclose more needs as we build trust and create a safe space for her to share. Anawim offers advice in a safe space. Anawim offers link to other trusted organisations within the Community Anawim can refer to wider support services for longer term support too 	<p>Together with the Women's Budget Group and four partner specialist providers of Women's Centres (Women in Prison, Together Women, The Nelson Trust and Brighton Women's Centre) we have published a new report entitled "The Case for Sustainable Funding for Women's Centres"(see next slide)</p> <p>https://wbg.org.uk/analysis/the-case-for-sustainable-funding-for-womens-centres/</p>
<p>USP: 'One stop shop approach' to the centre</p>		

Source: <https://anawim.co.uk>

Women's Only Centres: 'The Case for Sustainable Funding'

'The Case for Sustainable Funding' for Women's Centres: Women's Budget Group (WBG)

Baroness Corston's seminal report, **The Corston Report, 2007**, Home Office: It has long been recognised that women affected by the criminal justice system often have a range of multiple, complex gendered needs that are different from men's and require different responses.

The report summarises the evidence of the cost of the current system and the savings that are already being realised through Women's Centres.

Women's Centres are specialist community support services for women facing multiple disadvantages, including women involved in (or at risk of involvement in) the criminal justice system.

- The Female Offender Strategy aims to reduce the use of custody and ensure that courts can have confidence in **effective community sentences** and support services which work for women.
- The Government's strategy recognises the role played by Women's Centres in meeting women's needs and explicitly commits to adopt the model more widely, repeatedly acknowledging the savings that investment in Women's Centres yield over the costs incurred directly by the criminal justice and prison system
- It is generally agreed, across government and the criminal justice system, that Women's Centres represent the most effective support as part of alternatives to custody

From the Centres analysed, it reports:

- 80% of women show demonstrable improvements in relationships, work, housing, neighbourhood, money, physical health as well as substantial improvements in mental health
- Almost all the women reported a significant improvement in their life as a whole (an average 66% improvement from when they first engaged)
- Most significantly, re-offending was cut to less than 5%
- Women who offend are a small demographic but are disproportionately expensive to the public purse because they are a complex, vulnerable and multiply-disadvantaged group
- They are also more likely than men who offend to have caring responsibilities, and the benefits of support given to them also affect their children, who might otherwise be in care, suffer disrupted home life and education, and so on

Source: <https://wbg.org.uk/analysis/the-case-for-sustainable-funding-for-womens-centres/> and <https://anawim.co.uk>

Women's Only Centres

The Overarching Costs:

- The Government's Female Offender Strategy says: 'female offenders cost the Government approximately £1.7 billion in 2015/16, including estimated police costs of around £1 billion. This excludes wider social costs, such as the cost of intergenerational offending.'
- In its Strategy, the Government committed to: 'Invest £5 million Government funding over two years in community provision for women...We recognise that the availability and sustainability of these services, such as Women's Centres, is essential for ensuring that we can deliver the vision we have outlined an additional £1.5m will be invested to support the development of community-based provision for female offenders.'
- There is a colossal gap between the overall costs of current provision in excess of £1.7 billion, and the one-off investment in diversionary services over two years of £6.5 million (£3.25 million a year).
- This disparity continues despite the Government's overt commitment to the Women's Centre model and acknowledgment of its effectiveness in preventing recidivism and reducing the call on other services This fifteen-month bridging fund has not met the need for sustainable funding for these services, without which the Female Offender Strategy cannot be delivered, and considerable potential savings in public spending will be lost.
- The stark contrast between the costs of incarceration (£52,121 per prison place) and the costs of community-based Women's Centres alone make a compelling argument for investment in these services

Women's Needs

Evidence

The reality for women living in the UK today:

- Despite the Equal Pay Act 45 years ago, women still earn less than men in Britain today. The difference in pay between men and women remains the clearest and most dramatic example of inequality for women.
- Overall, women can expect to earn significantly less than men over their entire careers as a result of differences in caring responsibilities; clustering in low skilled and low paid work, the qualifications and skills women acquire; and outright discrimination.
- The pay gap for full time workers in the UK is 13.9%
- The Women's Budget Group analysis shows that female lone parent and single pensioner households will experience the biggest drop in living standards as a result of cuts to public services compared to other households. In total, their living standards will be down by 10% in 2020 due to real term cuts in public services, compared to just over 2% for couples without children.
- Single parents have long been at a disproportionate risk of living in poverty, and children in single parent families remain twice as likely as those in couple families to live in relative poverty (DWP, 2013).
- Women save around 40% less into their pension's pots than men. This gap represents the culmination of a life long gender pay gap that most women experience and which is highest for women in their 50s, but there is also more at play here. Women tend to save less than men right across the income spectrum, are less likely to report that they understand pension products than men and 76% of women do not know how much they need to save for a comfortable retirement.

Health Inequalities faced by Women:

- Homelessness: the average age of death for a homeless woman is 43 years
- Domestic Abuse – 2 women per week are killed by their current/past partner
- Mental Health - Stress has reached a frightening level because of the cuts. Increasing costs of food, travel and childcare mean that 61% of families are short of money each week and 16% of parents are being treated for a stress-related illness because of money worries.
- One in four women will require treatment for depression at some time, compared with one in 10 men.

Achievement: Brighton Women's Centre: create a safe space where a woman can be herself, where we can build a strong, supportive relationship with her – giving her the security she needs to take the next steps towards a better life. BWC will be able to support more women with multiple complex needs by the successful delivery of integrated and holistic services. Women will become more resilient and independent by moving from a dependence on statutory services to opportunities such as: volunteering, gaining skills and experience of the workplace, training and development opportunities.

Source: <https://homeless.org.uk> and <https://womenscentre.org.uk>

Women's Needs

In 2012, BWC performed a **Social Return On Investment study of the 'one stop shop' Inspire** project. It demonstrated for every £1 invested into Inspire, £3.57 is generated in social and economic value. *E.g. 'Making Sussex a Fairer place for women' – would this be cost effective?*

Cost benefit analyses have identified that the sooner services can be wrapped around service users the more costs are saved.

Until women are supported to meet their multiple and complex needs there are continuous domestic abuse callouts, loss of accommodation, children placed in care and attendance at A&E in addition to possible custodial sentence.

Costs Cost of Prison Place: £56,415

Cost of child in care for one week ranges from £700 (foster care) - £2,995 (residential home)

Cost of DV call out £2,470

Cost of A&E admission £106/visit

New Economy cost calculator based indicates that the cost of a police detention is £593.

Funding will ensure we continue to deliver sustainable services to the most vulnerable and disadvantaged women including those in contact with the Criminal Justice Service, those experiencing domestic and sexual abuse, mental health difficulties and living in poverty and in poor accommodation.

The sustainability of services to these women will deliver wider benefits to Commissioners and funders as well as society at large.

We aim to deliver more and better health and social care services, education and training, children and families services and offender rehabilitation to more women and across the South East.

We will do this through improving access to a wide range of holistic and integrated services and ensuring alignment of our current service offer.

In 2016/17 the demand for our services increased by 60% on the previous year and we extended the reach from Brighton and Hove across Sussex.

Our ability to grow services for vulnerable and disadvantaged women in the future is excellent in terms of our track record over 40 years. For example, we have consistently met and exceeded targets for the provision of offender rehabilitation services. Evidence from the Ministry of Justice Data Lab clearly demonstrates that Inspire is statistically significant at reducing offending behaviour in women We deliver services that improve women's lives and save tax payers' money. At a time of reduced public spending and welfare and NHS reforms, it is imperative that the services we deliver are able to meet the needs described above and be sustained. The demand for BWC services continues to rise and outstrips the current potential of supply.

Source: <https://homeless.org.uk> and <https://womenscentre.org.uk>

Women over 60

<p>Evidence: Women over 60 appear to be under-represented as victims of domestic and sexual violence in police as well as Women's Aid member services nationally. In 2015, approximately 120,000 individuals aged 65+ have experienced at least one form of domestic abuse in England and Wales (Safelives). Data from the Domestic Homicide Review (2016) for England and Wales show an increasing number of people aged 60+ are victims of domestic homicide 8% of the women killed by a partner or ex-partner in 2016 were aged 66 or over.</p>		
Achievement	Barriers to understanding the scope of VAOW (Violence Against Older Women)	Health issues associated for older women living with domestic abuse
<p>Staffordshire Women's Aid and Comic Relief</p> <ul style="list-style-type: none"> Working with survivors of gender-based violence for over 45 years in Staffordshire. Approach to domestic and sexual violence focusses upon gender, and our starting point is that Violence Against Women and Girls is both the cause and consequence of gender inequalities. Comic Relief funding and research Older Women's Voices Project – our original motivation 	<ul style="list-style-type: none"> Underreported – crime statistics Under-researched Contradictions in data (UK Office for National Statistics) Confusion around definitions of abuse and of older women (United Nations) Overlaps between elder abuse and domestic violence. Stereotypes and popular assumptions about domestic and sexual violence Confusion and overlap with Elder Abuse 	<ul style="list-style-type: none"> Increased likelihood of depression, anxiety and risk of suicide Negative impact on cognitive functioning, such as memory lapses and difficulties with concentrating Chronic pain, including bone and joint problems, digestive problems and high blood pressure Substance misuse, such as heavy alcohol use, smoking and the use of prescription and non-prescription drugs (Carthy & Holt, 2016)
<p>Brighton Women's Centre: An equal and fair society where every woman has the opportunity to live a full and rewarding life. We create a safe space where a woman can be herself, where we can build a strong, supportive relationship with her – giving her the security she needs to take the next steps towards a better life.</p>		

<https://homeless.org.uk/knowledge-hub/supporting-older-women-experiencing-domestic-abuse-and-at-risk-of-homelessness/>

Housing and homelessness

Women experience homelessness in different ways to men. Women are less likely to be visibly homeless, for a variety of reasons, a significant reason being the need to manage their own safety. Women are more likely to experience homelessness between temporary accommodation, other precarious forms of accommodation and rough sleeping. Women are also less easily categorised as single and homeless, their relationship to motherhood affecting their experience of being homeless.

When services are designed without considering how to cater to the diverse needs of people they support, those needs are often hidden. For example, if a service does not consider how to create a safe environment for women, then the women may not attend that service and it will appear the need is not there.

The report 'Promising Practice from the Frontline' (2019) and briefing (2017) explore how services can develop a gender-informed approach, in order to improve outcomes for the women they support, and those they are not yet able to reach. The Ending Women's Homelessness Fund administered funds to grant recipients to develop new initiatives or enhance their existing work to improve support for women experiencing homelessness and multiple disadvantage. The Insights and Impact report (2021) examines what the grant recipients learnt in their work and how that learning can be applied to improve outcomes for women.

Homeless women can be particularly vulnerable to perpetrators of abuse. A study by DePaul, found that 19% of young women surveyed had suffered sexual assault while in a temporary living arrangement compared to 5% of young men (DePaul, 2018).

Estimates range between 44% - 89% of women who are homeless have also experienced violence either during or prior to becoming homeless. Violence during childhood and/or adulthood plays a significant role in how a woman is affected by homelessness.

Recommendations:

- A cross-sector, multi-agency response: Women's services need to be linked in with homelessness services and vice versa. If you are a women's centre or specialist VAWG service get in touch with your local homelessness services working with women and develop a relationship.
- Women need gender specialist support, and this needs to include both funding and skilling up of frontline practitioners.

Source: https://homelesslink-1b54.kxcdn.com/media/documents/Myth_Busting_cVUs0i9.pdf

Housing and homelessness

Porchlight. The report 'Seeing the Unseen' explores why women are falling through the gaps in support to become trapped in a cycle of trauma and homelessness. It shows that:

- Many women who are on the streets have experienced trauma and abuse both before and during homelessness. They live in fear of being attacked, exploited or worse.
- 91% of women who experienced violence or sexual abuse while sleeping rough did not report it to the police, primarily because they did not feel they would be believed or were too afraid.
- Separation from children has a devastating effect but too often women have to cope with this loss with little, or no emotional or personal support.
- Multiple levels of trauma can lead to a cycle of abusive relationships, mental and physical ill health, the use of drugs and alcohol, self-harm and suicidal thoughts, making the journey out of homelessness complicated and challenging.
- Managing mental health and personal hygiene is very difficult.
- Women are particularly at risk of multiple forms of victimisation, and the causes of their homelessness are often more complex and multi-faceted.
- Homeless women with a severe mental illness are highly vulnerable. 80% of women with a severe mental illness had experienced violence when they were sleeping rough as opposed to 42% without an SMI and 47% had experienced sexual assault or abuse when sleeping rough as opposed to 12.5%. 79% of these sexual assaults were by strangers. None of these were reported to the police.

Key headlines from the report:

- Women rough sleepers experience increasingly complex trauma.
- There is no single cause of women's homelessness.
- Managing health and personal hygiene is challenging for women rough sleepers.
- Women rough sleepers are not getting the help they need from statutory or support services.

Cause of homelessness for women?

While relationship breakdown remains a significant causal factor, women's repeat homelessness is caused by multiple issues including fleeing domestic violence, substance misuse, mental ill health, and cuckooing (where drug dealers take over the home of a vulnerable person to use as a base for selling drugs).

Porchlight's response: We're committed to taking a leadership role in the south east for the development of tailored services for homeless women. We will share the learning from this survey with our partners in the sector, contributing to a national body of research to address the gap in knowledge and provision. We will also share our findings with organisations in Kent, and beyond, who are working with vulnerable women. We want to kick-start dialogue on this issue with local councils, MPs, local charities supporting women experiencing domestic violence, health professionals and the police as well as others.

Source: <https://www.porchlight.org.uk>

Housing and homelessness

Achievement	Outcome	Impact
<p>Porchlight will support the development of new protocols for Kent to help all women off the streets as soon as possible in order to avoid the repetition of traumatic events such as violence, rape and abusive relationships.</p>	<p>This would include the development of protocols/ awareness raising with the police and the development of clear and effective pathways for women experiencing street based domestic abuse. We need to develop specific policies around the support of women who are experiencing or have experienced rough sleeping. These should include: • supportive street working • priority need pathways • women support staff/coaches • induction and placement of women in supported accommodation • risk assessment of men with violent histories and their suitability for housing alongside women • specific support offered to women during their stay (groups, connections with relevant services)</p>	<p>New Services to offer gender-specific support in relation to: • street outreach • supported accommodation (hostels and shared houses) • Housing First • move-on options (private rented or social housing)</p>
<p>Thanet District Council is piloting a 'housing-led' project for female rough sleepers in Thanet, funded by the Ministry of Housing, Communities and Local Government.</p>	<p>The scheme will include a seven-bed house which prioritises female rough sleepers with complex needs, managed by Paramount Independent Properties. Intensive housing and wellbeing support will be provided by Porchlight alongside the scheme manager. Mental health support will be provided by a seconded community mental health nurse from Kent and Medway NHS and Social Care Partnership Trust whilst drug and alcohol support will be provided by The Forward Trust.</p>	<p>providing holistic one-to-one support specifically for this vulnerable group of rough sleepers.</p>
<p>Richmond's Fellowship Manchester Women's Service provide specialist supported accommodation for women who are experiencing mental health problems and who are in need of accommodation. Housing related support for women is offered. There are 18 self contained accommodation units and are supported by an all female staff team.</p>	<p>Support given is based on the recovery model and holistically addressing all areas of need whilst supporting the individual on their recovery journey</p>	<p>Women can live independently in their own homes</p>

Source: <https://www.porchlight.org.uk>

Housing and homelessness

Achievement	Outcome
<p>Encompass offers a 4 bed female only supported accommodation in Barnstaple (Bull Court) and a 4 bed accommodation in Bideford (Caroline House) designed to work within a gender informed approach to support women who have been rough sleeping, homeless and affected by domestic violence. 24 hours</p>	<p>Occupants are supported to address the issues which lead them to homelessness and empower them to make positive changes to past, present and future relationships.</p>
<p>Women First In 2019 supported 95 women - 100% of women we support have mental health issues 95% domestic abuse Women are 'Suffering in silence and feeling undeserving of help'. Levels of inequalities women faced; homelessness services set up for men. Women's first project is set up to address the inequalities.</p> <p>A service for women, designed to provide support to women on a variety of issues, helping women to find safe and secure accommodation. The service has been designed through consulting a variety of women who have experienced rough sleeping and homelessness.</p>	<p>Provide on-going tenancy support that is focused on the woman Providing support to recognise controlling and abusive relationships Help to address any anxiety issues on housing and relationships Set up 'Gender Conference 2021' – raising awareness for the need for joined up gender informed services. Helping to enable partnership working.</p>

Who? Treasures offer a **safe and supportive home and tailored specialist** support to any woman with complex needs, who wants help. Our home in East London is one of very few that provides female-only support, delivers drug/alcohol abstinence work and caters for any age. The objects of the charity are: a) the relief, rehabilitation, education and training of prisoners, former prisoners and other offenders; b) the prevention of crime; and c) the relief of poverty. To transform lives by breaking the cycle of addiction and offending, enabling vulnerable women to reach their full potential and go on to lead a productive and independent life.

What? Through supporting women with offering a safe home, one to one key work, group sessions, community learning. The impact has been noted:

- 89% reported an increase in confidence and resilience
- 71 saw a significant improvement in mental health and wellbeing
- 100% had improved understanding of budgeting and benefits
- 90% reported improvements in their ability to build positive relationships and to communicate about feelings

<https://www.bpag-encompass.org.uk/projects/women-first-partnership/>

ROSA: Funding

Achievement	Outcome	Impact
<p>Provide funding and support to help organisations run services, support their communities, amplify their voices, and bring attention to the issues they care about – and in order to build capacity across the wider sector.</p>	<p>£700k+ The Stand With Us Fund offers one-year grants of up to £25,000 to support organisations addressing violence against women and girls (VAWG) in the UK.</p> <p>£940k+ The Rise Fund invests in the future of organisations led by and for Black and minoritised women and girls across the UK with grants of up to £40,000.</p> <p>120+GRANTS MADE 60+CAMPAIGNS 25+EVENTS 200+workshops</p> <p>Since 2016, Rosa's Voices from the Frontline programme has helped 120+ women's and girls' organisations to campaign on a range of issues, including abortion access, flexible working, support for survivors of domestic and sexual abuse, maternal health care for Black and minoritised women, and better representation for women in politics</p>	<p>Grassroots campaigns to create change: Women's and girls' organisations are using innovative, impactful strategies to raise awareness of some of the most pressing issues of our time. e.g. Our #FlexForAll campaign is working to change the law so that all jobs are flexible by default. The petition was signed by 31,000 people and flexible working was included in the Conservative Party manifesto and the Queen's speech because of our work.</p> <p>"Many of the women and girls we work with have been able to escape domestic abuse and achieve safer and more fulfilling lives." — P.H.O.E.B.E</p> <p>An increase in co-design and co-production - "25 women joined our conversations about how the Holloway Prison site should be used in future. It's especially important that women who have been in prison get to have their voices heard about what will happen to the eight-acre site. Funding paid for these women to attend national and international conferences, run and facilitate workshops, and maintain the Holloway Stories website." — Reclaim Holloway</p>

Further sources of information

1. <https://bridgesupport.org/women-only/>
2. <https://howardleague.org/news/isthistheendofwomenscentres/>
3. <https://www.bpag-encompass.org.uk/team/>
4. <https://www.womenatwish.org.uk/>
5. <https://www.porchlight.org.uk/downloads/attachments/Seeing-the-unseen-Porchlight-2018-web.pdf>
6. <https://www.cleanbreak.org.uk/>
7. <https://plan4holloway.org/working-groups/womens-building/>
8. <https://www.advancecharity.org.uk/wp-content/uploads/2023/02/Advance-Annual-Report-2022-spreads.pdf>