

OUR FIVE YEAR STRATEGY

By 2030, we aim to build lasting systems changes to radically reduce the harm experienced by women coming into contact with the criminal justice system.



GOAL 1

Mobilise impactful women-led influencing and campaigning

Priority 1

We will be a leading voice demanding change with and for women in contact with the criminal justice system

Priority 2

We will increase awareness of social injustices that lead to women's criminalisation and alternatives to criminalisation



GOAL 2

Coproduce transformative programmes that address the structural inequalities faced by women

Priority 1

We will deliver trauma informed programmes in the community and custody that support and enable women to access their rights to safety, wellbeing, community, and agency

Priority 2

We will design and deliver anti-oppressive programmes with and for women at disproportionate risk of criminalisation



GOAL 3

Power up our organisation to deliver sustainable impact

Priority 1

We will grow a sustainable and diverse income base that gives us legitimacy and autonomy to deliver impact that is aligned with our values.

Priority 2

We will build a culture of development, learning, wellbeing, and investment in a diverse and knowledgeable team.

By 2030 we are working to achieve:

- Women in contact with the criminal justice system having a greater voice in the public narrative.
- Increased awareness of social injustice and a shift in public narrative about women in contact with the criminal justice system.
- Radical reduction of women in prison.
- Significant reduction of black and racially minoritised women being criminalised.
- Sustainable alternatives to criminalisation.
- Increased access to rights for women who are criminalised.

By 2030 we will have:

- Alternatives to the criminalisation of women.
- Successful programmes that reflect diversity of experience and address the specific needs of women, including domestic abuse, housing, mental and physical health, and economic empowerment.
- Worked in partnerships delivering dedicated programmes that respond to the intersectional needs of black and racially minoritised women who are disproportionately impacted by the criminal justice system.
- Women supported in all prisons to access their rights to health, wellbeing, safety, and information.
- Sustainable and accessible safe places where women can access the support they need, embedded in local communities.

By 2030 we will have:

- Reduced reliance on government income and diversified our funding streams to achieve financial sustainability.
- Inclusive representation and decision-making influence of women with lived experience at all levels of our organisation.
- Embedded our values, trauma informed approaches, and safeguarding into our culture and ways of working.
- Expanded opportunities for staff to grow and have agency in their own development and wellbeing.