

NOA GIRLS REPORT TO THE MATANEL FOUNDATION

AUGUST 2025

OVERVIEW

Our Clinical Training Programme was piloted 3 years ago, with the aim of building an **expanded, appropriately qualified workforce of therapists and clinicians**.

Our goal was to meet the rapidly increasing demand for culturally sensitive support for vulnerable adolescent girls in the orthodox Jewish community. The girls we support contend with multiple complex and interlinked challenges, including anxiety, depression, suicide ideation and attempts, self-harming, eating disorders and disordered eating. Many grapple with abuse, neglect, parents or siblings with severe mental health challenges, social services involvement etc. 37% fall under 10+ risk categories. It was – and is - critical that these girls receive effective support.

We have **grown from supporting c.200 girls a year (at the time of our initial application) to 320+ girls a year**, providing each with the wraparound practical emotional and therapeutic support they need to move forward. Whilst we continually receive new referrals and therefore maintain a significant waiting list, we have an established 'wait-well' programme which holds girls whilst they await further support, and both triages and streamlines intake so we can support the highest-risk girls at an earlier opportunity.

320+

Girls supported a year

3,500+

Girls impacted through mental health education programme

32,000+

Hours of care by frontline staff a year

16

Schools work in partnership with Noa

20

Graduates of Clinical Training Programme

6

Trainees funded through Clinical Training Programme

- ✓ 20 staff members (recruited from within Noa and externally) have furthered their training and gained advanced qualifications and/or more specialist training
- ✓ 6 trainee therapists have joined our team, enabling us to extend coverage to 120+ girls through our bespoke therapy programme per year.
- ✓ Qualifications have included a Doctorate in Counselling Psychotherapy, MAs in Art therapy, PsychD in counselling, MSC in family therapy, MA in child and adolescent counselling and integrative psychotherapy, CBT post-grad diplomas, and several staff attending intensive DBT and EMDR training, adding diversity to our team and ensuring we can provide the most targeted care plans to each girl who walks through our door.
- ✓ Expansion has not compromised our impact: we have an exceptional 96% engagement rate. 87% of girls in our service have taken 1+ steps towards recovery.

Our Clinical Training Programme has fundamentally contributed to our growth and development of our service.

The timeline (attached) provides an overview of new programmes we have added, the expansion of targeted add-on programmes, new clinical hires and significant funding we have attracted to facilitate this development.

This **growth and increased specialisation** would not have been possible without the investment of Matanel Foundation in our clinical training programme. Expanding and upskilling our staff, our increased ability to attract and retain staff, and our maintained excellence in promoting staff wellbeing and delivering exemplary clinical supervision meant we had the necessary **infrastructure** to create these programmes.

For example, we identified **emotional dysregulation** as a key challenge affecting many adolescent girls today. When young people struggle to manage their emotions, they often resort to unhealthy or harmful coping mechanisms, which can escalate into more serious mental health issues. In response, we secured three-year funding from BBC Children in Need to develop a creative, adolescent-friendly, DBT-informed emotional regulation course, designed to make DBT therapeutic skills more accessible outside of therapy. This innovative course will initially support 50 girls per year at Noa, and in its second phase, it will be rolled out to benefit the wider community. A crucial enabler of this project has been the availability of funding through our Clinical Training Programme, which allowed us to train multiple staff members in DBT skills. Their expertise is central to both the creation and delivery of the course.

Similarly, when new data revealed that **disordered eating** often begins as early as ages 10–11—significantly younger than the age group we typically support—we were able to adapt our services accordingly. Graduates of our Clinical Training Programme included a newly qualified family therapist and a specialist in eating disorder and disordered eating (ED/DE) support. This allowed us to establish a dedicated disordered eating team. As a result, we explored new initiatives such as extending our services to younger girls, launching carer skills workshops for parents, and successfully secured funding from The Prudence Trust to deliver this vital support. Having trained staff already in place enabled us to respond quickly to emerging needs, leading to faster and smoother recovery for hundreds of girls, reducing the risk of escalation and hospitalisation, and significantly altering their life trajectory.

Your generous funding has been transformative to Noa's working models and our ability to provide each girl in our service with the safe space she needs to heal and thrive. Thank you for your partnership.

“ When I started here at Noa, I didn't believe I had a future. Now I can confidently say that I may not know where I am going, but I know that I have a bright future ahead of me. I know I have the skills and support to hold on and fight to get to my dreams.”

IMPACT:

OUR OBJECTIVES AND OUTCOMES

OBJECTIVE 1:

To increase our capacity by recruiting and retaining qualified staff. Our goal was to support 250 girls in 2022 and to support 300 girls per year after 4 years running the CTP, thereby providing a faster response to girls in crisis due to our increased capacity.

OUTCOME:

Noa now supports 320+ girls per year, and 80 families, alongside impacting 3500+ girls a year through our wider communal work. Our expansion year on year has been made possible due to our clinical supervision programme as this has enabled us to attract and retain appropriate staff. Critically, our Clinical Training Programme has allowed us to expand qualitatively as well as quantitatively. In recent years we have added several specialist programmes; autism empowerment programme, emotionally based school avoidance programme, an expanded disordered eating programme and we have just piloted an emotional regulation course which we will roll out initially in Noa and ultimately deliver to the wider community. The CTP strengthened our infrastructure and optimally positioned us to launch these new programmes as we now were assured of having sufficient - and suitably upskilled - staff to do so. This has meant our service has remained responsive to growing trends within the mental health sector as well as to the voice of young people within our service, articulated by our new youth advisory boards.

We are a stronger, improved service in no small part due to Matanel's investment and belief in our service and in our ability to effectively change girls' lives for the better.

OBJECTIVE 2:

To see continued and improved rates of positive engagement with our service, girls feeling effectively supported to regain their sense of self-worth and increasingly more girls taking concrete steps to achieve sustainable recovery (due to our ability to support more girls at the earliest possible stage).

OUTCOME:

We have maintained an incredible engagement rate - 96% - across our service, evidencing that our expansion comes with no dilution of care and that we have maintained the tailored unique approach that is Noa's hallmark.

Adolescent girls are a notoriously difficult demographic to engage. Our CTEP has ensured we have an excellent team with multiple evidence-based tools at their disposal, and proficiency in wide-ranging modalities. This has magnified our ability to reach these girls.