JUNO WOMEN'S AID

England & Wales · Charity number 1094012

Details

Other names	WOMEN'S AID ADVICE CENTRE (NOTTINGHAM), WOMEN'S AID INTEGRATED SERVICES (NOTTINGHAM AND REGION), NOTTINGHAMSHIRE WOMENS AID ADVICE CENTRE
Status	Registered
Legal form	Charitable company
Company number	04305710
Registered	2002-10-03
Register	View on the Charity Commission register

Contact

Address	Juno Women's Aid Heathcote Building Heathcoat Street Nottingham NG1 3AA
Phone	01158221775
Email	Finance@wais.org.uk
Website	www.junowomensaid.org.uk

Activities

Objects: The Charity’s objects are specifically restricted to support and promote the protection and/or the well being of survivors and their children or dependants, and children and young people, who are experiencing or have experienced domestic violence and/or domestic abuse (including without limitation any acts or treatment which causes (whether intended as its effect or not) any emotional, physical, mental, sexual or financial distress.

Activities: Supporting women and children or their dependants who are experiencing or have experienced domestic violence. Operating a 24 hour freephone helpline, a drop in service, outreach support for women and children, independent domestic violence advocate service, RISE support schemes, refuge provision, pets fostering scheme and domestic violence training for individuals and agencies.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Accommodation/housing, Animals
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Nottingham City
- Nottinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,517,434	£3,606,758	£1,067,087	99
2024-03-31	£3,339,960	£3,499,243	£1,156,411	98
2023-03-31	£3,158,765	£3,144,578	£1,274,339	100
2022-03-31	£2,800,331	£2,933,914	£1,306,277	89
2021-03-31	£2,452,922	£2,424,986	£1,409,792	80

Trustees

Name	Role	Appointed
Wendy Henderson	Chair	2022-05-05
Anna Harry		2022-02-04
Anne Leivers		2024-03-07
Elizabeth Whelan		2024-01-18
Helen Baxter		2019-04-16
Lucia Swift		2014-11-26
Pauline Dunkwu		2020-11-11
SUE TONGUE		
SUSAN ELIZABETH GREGORY		
Tracy Tyrrell		2024-01-18

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JUNO WOMEN'S AID

England & Wales - Charity number 1094012

Accounts

JUNO Women's Aid

Safety.
Support.
Strength.



ANNUAL REPORT

& Financial Statement

1st April 2024 – 31st March 2025

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TRUSTEES' ANNUAL REPORT FOR THE 2024-25 FINANCIAL YEAR

Message From The CEO

This is my last message as CEO of Juno Women's Aid as I will have stepped down at the end of March 2025 and be handing over the reins to my successor, Paula Clarke.

This past year has been a period of continued growth for Juno WA. This growth has, and continues to be, in relation to demand for, and an expansion of, the range of services we provide, the number of victim-survivors we support each year and our knowledge of what works best for victim-survivors of DVA. During this time, we have also seen continued growth in our income and purchased properties. We have grown, but our focus remains firmly on adhering to our feminist principles, grassroots values and vision, and in providing services that are trauma-informed and support long-term recovery.

It is testament to the dedication and commitment of Juno's staff, volunteers and trustees that we have continued to deliver vital services to women, children and young people in Nottingham and South Nottinghamshire during yet another incredibly busy and challenging year. The Board and I wish to thank all staff, trustees, volunteers and partners for their contribution, support and commitment to tackling domestic abuse.

It has been an immense privilege and honour to lead Juno over the past 6 and half years and I want to extend my sincere thanks to the trustees, staff and volunteers for all their support during this time. Finally, I want to pay tribute to the women, children and young people who use our services – those who quietly called our Helpline or emailed and texted with us to get advice, those who continued to pursue our specialised recovery courses and those who were admitted to our refuges. These women are brave, they make the hardest decisions it is possible to take in order to protect their children and others, and many go on to survive and heal with dignity. We are deeply honoured that they take that chance and reach out to Juno as a partner on that journey.

I wish everyone at Juno every success in the future.

Yasmin Rehman (Chief Executive Officer)

Message From The Chair Of Our Board of Trustees

The Trustees commend to you this report for the year 2024-25 and take the opportunity to thank our CEO, Yasmin, the Senior Leadership Team, all staff, volunteers, commissioners,

funders, donors, partners and other stakeholders who have enabled us to provide such a range of services for so many women and their children throughout this year.

The Board of Trustees is responsible for the governance and scrutiny of the organisation, ensuring that it is effective, legally compliant and continuing to meet its charitable objectives while continuously working to extend the reach and range of services we offer. The Trustees have continued to have an excellent relationship with Yasmin and the Senior Leadership Team to whom we provide challenge and support.

As my 3 year tenure as Chair of the Board of Trustees draws to a close I have reflected on the growth across the organisation and of particular note is that we end the year being able to provide individual homes for ? women and their children in properties that we own. This significant addition to the range of services provided will be part of Yasmin's amazing legacy. We would like to thank Yasmin for her vision, energy and leadership over the last 6 years and wish her well in the next chapter.

Sue Gregory (Chair of the Board of Trustees)

Charitable Objectives

The principle objectives and activities of the charity are to enable women, teenagers, children and pets living with domestic abuse to be safer, to leave the abusive relationship and to rebuild their lives with hope for the future.

The Board of Trustees reviews our aims, objectives and activities each year. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. This report looks at what we have achieved and the outcomes of our work throughout 2024-2025.

Our Vision

Juno Women's Aid's vision is of a world where women, teenagers and children live their lives free from domestic and sexual abuse and violence.

Our Mission

Juno Women's Aid exists to reduce the harm caused by domestic abuse. Our aim is to work to prevent domestic violence and abuse as well as providing services to meet the needs of survivors. Our work is holistic and empowering, working alongside survivors to achieve independent lives free from violence and abuse.

Our Aims

Juno Women's Aid aims to:

- Support and empower women and children and strengthen families.
- Raise awareness about domestic abuse and its effects on women and children.
- Challenge the taboo of silence and misperceptions about domestic abuse.
- Ensure the provision of specialist services to counteract domestic violence and abuse run by women for women, young women and children.
- Change lives.

Our Ways Of Working

- We will always believe women and children.
- We are non-judgmental.
- We will hold the voice of the women and children we support at the heart of everything we do.
- We are passionate about supporting women and children no matter how complex their needs.
- We will actively seek to make our services accessible to the diversity of women and children living in the communities we serve.
- We work closely with partner agencies to increase the safety of women and children and reduce the harm caused by domestic violence.

Our Beliefs And Ethos

We believe that:

- Domestic violence is a cause and consequence of gender inequality.
- Responsibility for domestic violence always lies with the abuser.
- Specialist services provided by women in safe, women-only spaces have the potential to transform the lives of women and children.
- Only by working in partnership with others will we be able to protect women and children and meet their needs for support.
- The diversity of our staff, volunteers and trustees makes us a stronger organisation and better able to meet the needs of women and children.
- We are proud to be a feminist organisation.

Our Governance

Juno Women's Aid is a company limited by guarantee and a registered charity with a diverse Board of Trustees who are both experienced and new to Juno Women's Aid.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in

accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Public Benefit

The trustees have referred to the guidance contained in the Charity Commissioner's general guidance on public benefit when reviewing our aims and objectives and planning our future activities.

Our Values

- **Courageous:** We are not fazed by the challenges that come our way, we fight the cause of women suffering the trauma of domestic abuse with courage and determination.
- **Diverse:** We help women in our community who have settled here from all over the world and we provide services that are sympathetic to the needs associated with their diversity.
- **Resourceful and Relentless:** We never give up, we persevere and always do everything we can to find solutions in the most difficult of circumstances, we are committed to the women we help.
- **Expert:** We are specialists in our field, we are a charity run by women for women. We are knowledgeable, focused and committed to our cause.
- **Compassionate:** We shelter, we protect, we nurture, with empathy and compassion.

Our Strategic Aims 2025-26

Homes, foundations, safety:

- Acquire and grow a property portfolio through investment models, to provide good quality housing for survivors and their families
- Establish a social enterprise, and become a registered social landlord
- Build a portfolio of women contractors

Organisational resilience, growth and sustainability:

- Focus on new ways of income generation, removing our reliance on statutory contracts
- Harness technological advances
- Gain increased levels of public awareness of DVA and recognition of our brand values and positioning
- Invest in the learning and development of staff
- Set up an Employee Engagement Forum to ensure that strategic management decisions are informed by staff perspectives

- Improve the internal communication between teams
- Publish and implement a Wellbeing Strategy and Action Plan

Partnerships and Pathways:

- Develop and maintain equitable partnerships across all sectors to further our aims of a world free from DVA
- Work with partners and communities to raise awareness of DVA
- Avoid bidding for tenders for specific services, unless to support a 'by and for service' or where a 'by and for' service does not yet exist

Engagement, employment, education and opportunities:

- Ensure survivor voices are heard in all decisions that affect them
- Support and facilitate women and young people to pursue education that will help them get (back) into employment and rebuild their lives
- Expand our work with partners to grow the resilience and voice of children and young people
- Identify and support young people who have missed school due to DVA, before they become a lost generation with learning gaps

Services, support, safety, strength:

- Develop our skills and approaches based on the latest research on the most effective ways to achieve and sustain long term change
- Develop our services for young people, ensuring they are child-centred, rights-based and recovery-focused
- Ensure that the most hidden women (e.g. learning disabilities, older, disabled) are supported through tailored approaches
- Work with specialist partners to make the case for moving away from a strict risk focus, and develop a more nuanced needs-led model
- Work with others in the sector to reduce caseload levels, in favour of lower caseloads and therefore longer time to work with survivors
- Ensure our social media and website are accessible to all
- Use our evidence-based approach to support commissioners with getting more funding for long-term and needs-based solutions

Our Strategies

Fundraising, Communications and Marketing

Juno Women's Aid is committed to using its voice to raise awareness, educate, and drive systemic change. We work to ensure all survivors can access the support they need– wherever they are and however they are able to communicate. Through strong relationships

and a trusted reputation, we continue to diversify our income, sustain vital services, and develop new, responsive support pathways.

In 2025-2026, we will focus on diversifying income through innovative fundraising initiatives, expanding our reach across sectors and communities, and raising Juno's profile through targeted communications, events, and a strategic blend of digital and traditional media.

Safeguarding

Juno Women's Aid has always been committed to ensuring the safety and wellbeing of all of our service users and employees. Safeguarding strategies included providing staff with relevant and up-to-date training, creating and maintaining clear safeguarding policies in line with The Children's Act, The Care Act, and the Domestic Abuse Act, and setting long term objectives around reporting and confidence when carrying out assessments. A safeguarding subgroup, which reports in to the Quality & Performance Committee, has been reformed as of March 2025. It will meet quarterly, and focus on the safeguarding strategy mentioned to ensure that Juno maintain compliancy. Juno Women's Aid received the SafeLives Leading Lights Accreditation in November 2022 and the Women's Aid England (WAE) National Quality Standards in September 2024. Both accreditations are up for renewal in November 2025 (SafeLives) and June 2026 (WAE). As part of the standards Juno's safeguarding policies and procedures for Adults and Children will be assessed.

Human Resources, Staff Welfare and Volunteers

Juno Women's Aid is dedicated to empowering staff development by enhancing their knowledge, skills, and capabilities to drive continuous improvement in performance. We remain committed to the ongoing implementation of Juno's HR Strategy and Action Plan for 2022-2027, which encompasses a range of staff development and training initiatives.

As part of our commitment to organisational development, we continue to invest in increasing the number of staff enrolled in professional qualification training within the domestic abuse sector. In the past year, 18 members of staff completed formal, accredited training in IDVA, YPVA, and OML, in addition to the internal and non-accredited training sessions attended by other staff members. Our corporate induction programme for new staff has proven to be highly successful. The induction includes comprehensive training on Juno Women's Aid as an organisation, domestic abuse, supporting survivors, the needs-led model (Change that Lasts), as well as quality, monitoring and performance, IT, data protection, general health and safety, and employee wellbeing.

Our Lead HR Trustee and Head of HR meet regularly to review and assess performance in relation to our HR Strategy. When appropriate, they also deliver in-house training to enhance the Leadership Team's understanding and implementation of HR policies, ensuring alignment with legislative developments. The strategic priorities outlined in our HR

Strategy are designed to drive the necessary changes to support Juno Women's Aid in achieving its overarching strategic objectives. We remain firmly committed to equality of opportunity, valuing diversity, and promoting inclusion. The HR Strategy is a testament to our dedication to providing an exceptional experience for the women who work and volunteer with us. Juno Women's Aid is proud to be a Disability Confident Employer.

Juno Women's Aid has been collaborating with colleagues from the Nottingham Business School and the Department of Psychology at Nottingham Trent University (NTU) to assess staff wellbeing. This collaboration involved consultations with staff and a review of wellbeing practices within our sector. As a result, we developed our Juno Employee Wellbeing Policy. The next Wellbeing Survey is scheduled to be rolled out in Spring 2025.

We have successfully appointed and inducted 35 new employees across a range of roles, including frontline, back office, and management positions. In addition, we have utilised the support of four temporary agency staff, three of whom transitioned to permanent roles within Juno, representing a 75% conversion rate. Over the past year, six employees have been promoted or transitioned into more senior roles. Additionally, four employees have been assigned to acting-up roles to further develop their skills and capabilities. Staff turnover for the year stood at 31%. The majority of departures were voluntary resignations (63%), indicating a need for a closer examination of factors influencing employee retention.

Over the past year, we have continued to expand and diversify our team of volunteers. We now have 29 active volunteers, with an additional 4 currently onboarding. This year, we successfully trained 16 volunteers and provided consistent opportunities for them to engage with the organisation and one another. There are also 13 active trustees and 47 pet fosterers.

We ensured that volunteers received relevant training and development tailored to their roles, while also acknowledging and expressing our gratitude for their contributions. As part of our volunteer retention efforts, we had 6 positive volunteer exits, with one volunteer advancing to employment within Juno.

In addition, we completed a highly successful corporate volunteering initiative in collaboration with Tank, a creative agency based in Nottingham. During this project, a team of women from Tank spent two days at the Juno office, supporting efforts in communications, fundraising, and social media.

We also collaborated with Nottingham Trent University and the University of Nottingham, which led to the development of a research project for a fully funded PhD examining the impact of volunteering on survivors. We have successfully recruited a student to undertake this research, and Juno's Team Manager for Volunteers will serve as the Community Supervisor for the project.

Furthermore, we have continued to create new volunteering roles, matching volunteer skills with opportunities that enhance the services we offer. Volunteers have contributed to Sirona Homes projects, including gardening at one of their properties and creating welcome packs for Sirona Homes residents.

As part of our commitment to continuous improvement, we have reviewed and updated our volunteering policy and will be revisiting and updating our volunteering strategy in 2025.

Equality, Diversity and Inclusion

Juno Women's Aid has a zero tolerance approach to all forms of unlawful discrimination. We are fully committed to embedding equality, diversity and inclusion (EDI) in all our policies and activities as an employer, a service provider and a procurer of contracts and services.

'*All Women Matter*' sets out Juno Women's Aid's Vision, Commitment and Approach towards Equality, Diversity and Inclusion over the next five years. Driving real change requires long-term commitment and that all of us push beyond comfortable boundaries. We must begin the journey examining our own culture and talent practices, but we cannot be content to stop there. We must use our voice and work with others to advocate for change. Juno Women's Aid's vision is of a world where women, young people and children live their lives free from domestic and sexual abuse and violence. We believe that the principles of equality, diversity and inclusion are integral to this and the services we provide.

Our Plan For The Future

Juno Women's Aid continues to be committed in meeting the changing needs of our service users and to ensure we remain sustainable in an uncertain financial landscape.

As the interim CEO the next 18 months will be a period of stabilisation. This means taking time to strengthen what we already have – putting a spotlight on our existing services and making sure they're the best they can be. Ensuring that more recent projects we have taken on have the space to grow and develop. We're focusing on quality in everything we do and that the support and safety we provide for women, children and young people is not only consistent, but delivered with excellence and care.

We continue to acquire properties from our social investment and ensuring survivors and their families can put down safe roots and rebuild after trauma. Our sister organisation Sirona Homes is now established and we continue to support them to become a registered housing provider.

One of our main objectives over the coming year will be about survivor engagement – to make sure survivors feel seen, heard, and actively involved in shaping how we support

them. We want to be more responsive, more thoughtful, and more connected to their lived experiences.

Despite financial uncertainty in our sector, this remains a hopeful time for Juno. We are inspired by the resilience of the women, children and young people we support, and remain committed to a feminist approach that builds a future rooted in safety, dignity, and hope.

Our Quality Assurance

Juno Women's Aid continues to place quality and standards high on its priorities, to ensure that women and children in need of support receive the best possible services and that the organisation learns from practice.

Originally established in 2020 the Quality Assurance Committee brings governance and oversight to work to ensure best practice. The group is chaired by Trustee Helen Jebb with two additional trustees attending, along with the CEO and SLT. The work of the group is at a strategic level bringing rigour to audit and improvement activity, ensuring that where necessary changes are made, and that the organisation learns. Establishing a learning culture has been at the heart of the work.

A Quality Improvement Plan and an audit schedule prioritises activity that ensures alignment to the standards set by the Women's Aid Quality Standard and the Safe Lives Leading Lights.

Thanks To Our Supporters

Thank you to our 14 regular donors

Your regular income allows us to offer immediate urgent crises support where no other services are available.

- Sophie Whyman
- Andrew Halcarz
- C J Herbs
- Christopher Peel
- Daisy
- Dickon Perry
- Hazel Barsby
- Helen Colby
- Helen Jenkins
- Leah Wright
- Jim Brown
- Kerry Ferguson
- Michael Landsman
- Stephanie Marris

Thank you to the following organisations for donations:

- The Island Quarter
- The Campbell Clinic
- Sueno Events
- New Look
- TK Maxx
- NTU

Thank you to the following individuals and organisations for organising and taking part in fundraising events for us:

- NG Chartered Surveyors (Juno's Steps To Survive Campaign)
- Emma Rudge (Juno's Steps To Survive Campaign)
- Ella Wood (Juno's Steps To Survive Campaign)
- Lorna Bradley (Juno's Steps To Survive Campaign)
- Hawley & Rodgers Solicitors (Juno's Steps To Survive Campaign)
- Rich Davis (ran the London Marathon to raise money for Juno)
- Waltham's Pet Care
- Halsbury's Travel
- Suzanne Price
- Nottingham Women in Construction
- Risqué Rhodes
- Betters
- Mapperley Inner Wheel
- The Grove Notts
- Conservative Women's Society

Thank you to the following individuals and organisations for non-monetary donations:

- Heather Harvey
- Around Again
- Lidl
- Café Nero
- Nottingham City of Literature
- Jane Etherington
- Emma-Louise Boultby
- Nicky Brindley
- Mapperley Inner Wheel
- Sills & Betteridge
- National Ice Centre
- The Lashes Foundation
- Capital One
- Rosie May Foundation
- Pippa Harris
- Zena
- Crown Paints
- The Full Gospel Revival
- Rushcliffe Food Bank
- Balfour Beatty
- Morrisons

Thank you also to everyone who took part in the Turning Nottingham Orange and Notts 500 campaigns, to those who contributed via PayPal's JustGiving fund, and to all of our anonymous donors

Meet Our Board Of Trustees

- Sue Gregory – Chair
- Wendy Henderson – Vice Chair
- Sue Tongue – Treasurer / Chair of Finance & Fundraising Committee
- Anna Harry – Lead Marketing & Communications Trustee
- Anne Leivers – Lead Equality, Diversity & Inclusion Trustee
- Helen Jebb – Chair of Quality & Performance Committee
- Lucia Swift – Lead HR Trustee
- Beth Whelan – Lead Fundraising Trustee
- Tracy Tyrrell – Juno / Sirona Link Trustee
- Heather Whitehouse
- Lee Harrison – resigned May 2024
- Liz Cartwright – took leave of absence July 2024 to January 2025
- Pauline Dunkwu

Thanks and best wishes to Lee Harrison, former Co-Chair who resigned in May 2024 after six years as a trustee.

Meet Our Senior Leadership Team

- Yasmin Rehman – Chief Executive Officer
- Paula Clarke – Deputy CEO
- Katherine Onion – Director of Finance and Fundraising (Director of Finance and Business Support until January 2025)
- Carly Mason – Head of Service – HR
- Helen Simons – Head of Service – County – appointed January 2025
- Kim Clarke – Head of Service – Accommodation and Central Operations
- Krishna Iftikhar – Head of Service – City
- Sam B – Head of Service – Quality Compliance And Performance

Thanks and best wishes to the members of the Senior Leadership Team who left Juno in 2024-25: Debbie Denning (resigned May 2024) and Kelly Glenn (resigned January 2025).

Company Information

Registered Offices and Operational Address

Juno Women's Aid, Suites 1 8 & 9, Heathcote Building, Heathcoat Street , Nottingham, NG1 3AA

Statutory Auditors

Page Kirk LLP

Sherwood House

7 Gregory Blvd

Forest Fields

Nottingham

NG7 6LB

Bankers

Lloyds Bank

12-16 Lower Parliament Street

Nottingham

NG1 3DA

Investment Advisors

St James's Place

1 Tetbury Road

Cirencester

Gloucestershire

GL7 1FP

Handlesbanken Wealth Management

77 Mount Ephraim

Kent

TN4 8BS

Structure, Governance and Management

Juno Women's Aid is a charitable company limited by guarantee, incorporated on 15th October 2001 and registered as a charity in 2002. The company was established under a Memorandum of Association which establishes the objects and powers of the charitable company and is governed under its Articles of Association. The Articles were amended in August 2023 to reflect new ways of working within the Board of Trustees.

The Directors (Members) of the company are also charity Trustees for the purposes of charity law. Trustees are appointed to serve for a period of three years after which can be re-appointed. A trustee can serve for a maximum of three terms (9 years). The Chair of the Board is also elected for a period of three years. There are a number of Trustees coming to the end of their first three year term of office and it is anticipated that the majority will continue for a further three years. The Chair of the Board will also come to the end of her three year term as Chair and the current Vice-Chair been elected as the Chair from 1st April 2025 by the Trustees. A new Vice-Chair is being sought from within the Board.

The BoT is responsible for overseeing the strategic direction and policy of the charity and delegates the responsibility for the day to day operation to the Chief Executive Officer (CEO). The Chair of the Board carries out monthly supervisions with the CEO.

The Board met six times during the year for its regular meetings.

The BoT receives written performance and themed reports and proposals from the CEO and Senior Leadership Team (SLT) to ensure decision-making is evidence and risk based as well as costed. Trustees also undertake in-depth strategic work in committees which meet regularly and report to the Board.

These committees are:

- Finance & Fundraising (Chair -Treasurer, two further trustees, CEO, Director of Finance & Fundraising)
- Quality & Performance (Chair – trustee, two further trustees, CEO, Deputy CEO, Head of Quality, Compliance & Performance)
- A new Housing & Property Committee was set up in March 2024 with its main purpose is to:
    - Receive update and assurance on the contracts with Social and Sustainable Housing (SASH) and Winner Trading Ltd
    - Approve the purchase of properties on behalf of Juno WA and report and escalate risk with mitigation to the Board of Trustees

- Monitor occupancy of all purchased properties to ensure compliance is maintained
- Receive, approve and monitor any contracts relating to Juno's buildings, property, maintenance reporting risks and mitigation to the Trustee Board
- Receive update and assurance on existing properties and buildings which Juno occupy, lease, or let.
- Oversee Health and Safety for all buildings, staff and tenants or licensees.

The Committee meets monthly and has developed its knowledge and experience of property purchasing and monitoring. They were extremely pleased when the first properties were occupied in January and look forward to many more being purchased and occupied to make a difference to the women Juno supports. The Committee recognises its purpose and remit will be reviewed when the charity Sirona Homes CIO develops it ability to take on the role of Registered Social Landlord.

Membership of the Committee is the Chair of Juno Board, Treasurer, Juno/Sirona Homes link trustee, CEO, Director of Finance & Fundraising.

As part of a governance review the Board of Trustees agreed to the appointment of lead trustees in September. The lead trustees roles are:

- Equality, Diversity & Inclusion
- Human Resources
- Marketing & Communications
- Partnerships
- Programme Management
- Safeguarding
- Sirona Homes CIO – this was a link Trustee role between Juno Women's Aid and Sirona Homes CIO, however the trustee resigned from the Sirona Board in December 2024. The Board has looking at how this role could best be carried out and a proposal will be brought to the Board early in the 2025- 2026 year
- Notts Women's Centre renovations

The CEO and SLT ensure that Juno Women's Aid delivers high quality services, meets contractual obligations and conditions of grant aid and provides safe and secure conditions

of employment and placement for the staff and volunteer team including supervision, support and continuous development of their skills and knowledge.

SLT meets weekly, and includes a CEO, Deputy CEO, Director of Finance and Business Support, Heads of HR and Quality Compliance And Performance, and Operational Heads of Service. Team Managers are responsible for the running of day-to-day activities with their staff who deliver services to women, teenagers (young people) and children living in the community and our refuge accommodation. Full Management Team Meetings are held monthly. The activities of the organisation are supported by a core team which provides administrative, business, communications, finance, human resources and performance information.

Recruitment of Trustees and Training

Juno Women's Aid recruits women to the Board of Trustees who have skills, knowledge and commitment to take overall responsibility for the organisation.

All prospective trustees receive information about Juno Women's Aid, the range of services it provides and its values and ethos. Prospective trustees meet informally with the Governance Manager and then formally with the Chair and Vice-Chair prior to their appointment being approved by the Board. On appointment, new trustees are provided with an induction pack which contains:

- Governance Manual
- The legal framework of the charity including the Articles of Association
- The current financial position as set out in the latest published accounts
- Relevant strategies and policies

No new trustees were appointed to the Board during 2024-25, and a recruitment drive is planned to fill the two vacancies on the Board. The new trustee appointed in March 2024 has attended a 'Being a Trustee' course provided by provided by Nottingham Community and Voluntary Services and also the corporate staff induction at Juno in April 2024. Other training opportunities are available to all trustees. Trustees are invited to meet with services provided by Juno Women's Aid in order to familiarise themselves with the charity, the various projects and the context within which they operate. Trustees have also attended the All Staff Away Days.

The skills audit of trustees is updated every two years and this will be carried out in the summer of 2025. Gaps identified in skills are being addressed and used to target recruitment of new trustees. Trustees have utilized their skills to provide guidance to the CEO and Senior Leadership Team on specific projects in addition to their governance role e.g. a trustee is

leading the revision of the Fundraising Strategy. The Board seeks to ensure that trustees have sufficient skills, knowledge and experience required to run a medium sized charity.

Arrangements for setting pay and remuneration of key management personnel

Juno aims to create a high performance culture, ensuring that we have expert, knowledgeable staff who are appropriately motivated, incentivised and supported to deliver and show excellent performance. In doing this we will:

- Deliver performance management processes which are fit for purpose, uniformly applied and aligned to support delivery of wider people management objectives
- Ensure that our Terms and Conditions of Employment and other benefits are competitive within the women's sector as we compete for the recruitment, motivation and retention of staff. This will be achieved through:
    a) Benchmarking of our approach to pay and reward on at least an annual basis, both across the sector and in our local area.
    b) Maintaining a commitment to recognise exceptional performance and contribution of individuals and teams.
    c) Recognising professional accreditation and considering new approaches to excellence.
    d) Ensuring honesty in assessment and feedback as provided through the annual performance review process.

Risk Management

The BoT actively and routinely reviews all major risks to which the charity is exposed and these are documented in a risk register. The register details risks, their assessment, controls in place, net risks, responsibilities and review process. Areas of risk included are governance, operations, finance, human resources, external environment, legal and regulatory, reputation, disaster recovery, and planning. The plan includes events that are unlikely but would have very high impact were they to occur as well as an organisational risk register, risk management plans are put in place for new contracts and current key risks are reported by the CEO at each meeting of the BoT and discussed at the relevant committees. The Board is very aware of the dynamic nature of risk in the environment in which we operate.

Related Parties

Juno Women's Aid is a full member of Women's Aid Federation of England, the End Violence Against Women Coalition, Women's Resource Centre and The Helplines Partnership.

Financial Review

The charity's total income for 2024-25 amounted to £3,491,798 (2023-24 £3,339,960). Its assets are available and adequate to fulfil its obligations. Total expenditure amounted to £3,606,758 (2023-2024: £3,499,243). The net incoming resources for the year after unrealised gains/losses amounted to -£114,960 (2023-24 -£159,283). A gain on investment of £25,636 means an overall final figure of -£89,324.

The total reserves at 31st March 2025 amount to £1,067,087, of which £NIL is allocated to restricted funds leaving £1,067,087 retained as total unrestricted funds, which included designated funds of £692,093.

Free reserves at 31st March 2025 were £461,278 (2023-24 £279,915), which are made up of general unrestricted funds less tangible assets.

Principal Funding Sources

Juno Women's Aid has continued to receive funds from a wide range of sources and a summary of our principle sources is laid out below:

- Nottingham City Council (CDP) – £1,726,224
- Nottingham City Council – £223
- Nottinghamshire County Council – £1,462,353
- Nottinghamshire Police and Crime Commissioner – £24,490
- Grants: Notts Community Foundation, Garfield Weston, and Oak Foundation - £35,927

Reserves Policy

The BoT has examined the charities requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds, not committed, should equate to 3-6 months projected expenditure. At that level the charity should, in the event of decline in funding, be able to continue all activities until funding is replaced or activities altered. Money from reserves has been designated for development work which has not been possible in previous years. A level of core activities is funded from unrestricted reserves. Current reserves are £1,067,087 which equates to approximately 5 months project expenditure. This includes £692,093 which has been designated for specific items of expenditure.

Investment Policy

Under the terms of the memorandum and articles of association, the charity may invest monies of Juno Women's Aid not immediately required for it's own purposes. Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long term investment. Having considered the option available, the BoT decided to invest the amount that it has available in unit trusts

managed by St James's Place Wealth Management and Handelsbanken. The performance of the unit trusts account has shown a net gain of £25,636 during this financial year.

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustee's annual report for financial statements in accordance with applicable law and United Kingdom Accounting Standards (UKGAAP).

Company law requires the BoT to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources including income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Observe the methods and principles in the Charities SORP.
- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue business.
- State whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

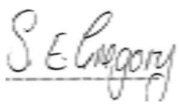
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware at the time of approving our trustees annual report.

There is no relevant audit information which the company's auditors are unaware; and the trustees have taken all the steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report is prepared in accordance with the Charities SORP (FRS 102) (effective 1 January 2020) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies as well as compliant with the Charities Commission and Companies House.

This report was approved by the Board of Trustees on 28th July 2025 and signed on its behalf by:



Sue Gregory (Chair of the Board of Trustees)

INDEPENDENT AUDITOR'S REPORT FOR THE 2024-25 FINANCIAL YEAR

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF JUNO WOMEN'S AID

Opinion

We have audited the financial statements of Juno Women's Aid (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and Money Laundering.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and the understatement of revenue. Our audit procedures to respond to these risks included:

- Enquiries of management about their own identification and assessment of the risks of irregularities.
- Sample testing on the posting of journals.
- Reviewing meeting minutes, regulatory correspondence and professional fees.
- Detailed substantive testing on the completeness of income.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF JUNO WOMEN'S AID

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



James Haywood ACA (Senior Statutory Auditor)
Chartered accountants and statutory auditors
Sherwood House
7 Gregory Boulevard
Nottingham
NG7 6LB

Date: 28th July 2025

Page Kirk LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Donations and legacies	3	**69,495**	**-**	**69,495**	*28,365*
Charitable activities	4	**2,731,367**	**690,452**	**3,421,819**	*3,311,274*
Investments	5	**484**	**-**	**484**	*321*
Total income		**2,801,346**	**690,452**	**3,491,798**	*3,339,960*
Expenditure on:					
Charitable activities	6	**2,890,720**	**716,038**	**3,606,758**	*3,499,243*
Total expenditure		**2,890,720**	**716,038**	**3,606,758**	*3,499,243*
Net expenditure before net gains on investments		**(89,374)**	**(25,586)**	**(114,960)**	*(159,283)*
Net gains on investments		**25,636**	**-**	**25,636**	*41,355*
Net expenditure		**(63,738)**	**(25,586)**	**(89,324)**	*(117,928)*
Transfers between funds	19	**(25,586)**	**5,586**	**-**	*-*
Net movement in funds		**(89,324)**	**-**	**(89,324)**	*(117,928)*
Reconciliation of funds:					
Total funds brought forward		**1,156,411**	**-**	**1,156,411**	*1,274,339*
Net movement in funds		**(89,324)**	**-**	**(89,324)**	*(117,928)*
Total funds carried forward		**1,067,087**	**-**	**1,067,087**	*1,156,411*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages form part of these financial statements.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)
REGISTERED NUMBER: 04305710

BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		*2024 £*
Fixed assets					
Tangible assets	13		**1,707,158**		*101,678*
Investments	14		**679,319**		*653,683*
			2,386,477		*755,361*
Current assets					
Debtors	15	**132,671**		*334,459*	
Cash at bank and in hand		**637,239**		*323,568*	
		769,910		*658,027*	
Creditors: amounts falling due within one year	16	**(410,712)**		*(256,977)*	
Net current assets			**359,198**		*401,050*
Total assets less current liabilities			**2,745,675**		*1,156,411*
Creditors: amounts falling due after more than one year	17		**(1,678,588)**		-
Total net assets			**1,067,087**		*1,156,411*
Charity funds					
Restricted funds	19		**-**		-
Unrestricted funds	19		**1,067,087**		*1,156,411*
Total funds			**1,067,087**		*1,156,411*

JUNO WOMEN'S AID

(A Company Limited by Guarantee)
REGISTERED NUMBER: 04305710

BALANCE SHEET
AS AT 31 MARCH 2025

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 28th July 2025 and signed on their behalf by:



Sue Tongue
Trustee

The notes on pages form part of these financial statements.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	*2024* *£*
Cash flows from operating activities		
Net cash used in operating activities	**193,907**	*(108,345)*
Cash flows from investing activities		
Dividends, interests and rents from investments	**484**	*321*
Purchase of tangible fixed assets	**(65,027)**	*(12,217)*
Net cash used in investing activities	**(64,543)**	**(11,896)**
Cash flows from financing activities		
Cash inflows from new borrowing	**184,307**	-
Net cash provided by financing activities	**184,307**	**-**
Change in cash and cash equivalents in the year	**313,671**	**(120,241)**
Cash and cash equivalents at the beginning of the year	**323,568**	*443,809*
Cash and cash equivalents at the end of the year	**637,239**	*323,568*

The notes on pages form part of these financial statements

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. General information

The Charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each trustee is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation.

The address of its registered office is:
Heathcote Building
Heathcoat Street
Nottingham England
NG1 3AA

2. Accounting policies

2.1 Summary of key accounting policies and estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Juno Women's Aid meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.3 Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity. The trustees have prepared and reviewed forecasts and are confident that these show that the charity is able to operate within its available resources and meet its liabilities as they fall due for the foreseeable future. Accordingly, the trustees consider it appropriate to continue to adopt the going concern basis of accounting in preparing the financial statements.

2. Accounting policies (continued)

2.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset’s use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.6 Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

2.7 Governance costs

These include the costs attributable to the charity’s compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- 0 - 20%
Leasehold improvements	- 33%
Fixtures and fittings	- 20%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Financial Activities.

2.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.13 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. Accounting policies (continued)

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.15 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.16 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.17 Critical accounting estimates and judgements

Preparation of the financial statements requires management to make judgements, estimates and assumptions. These estimates and assumptions are based on historical experience and other factors that are considered to be relevant and actual results may differ from estimates.

There are no significant estimates or judgements included in the preparation of the financial statements however all judgements are reviewed on an ongoing basis and any revision to an estimate is recognised within the period in which it is revised.

3. Income from donations and legacies

	Unrestricted funds 2025 £	*Total funds 2025 £*
Donations		
Gift Aid	*2,187*	***2,187***
Various Donations	*67,308*	***67,308***
Total 2024	*69,495*	***69,495***

3. Income from donations and legacies (continued)

	Unrestricted funds 2024 £	Total funds 2024 £
Donations		
Various donations	*26,719*	*26,719*
Gift aid	*1,646*	*1,646*
Total 2024	*28,365*	*28,365*

4. Income from charitable activities

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total funds 2025 £**
Public funding	2,633,811	690,452	**3,324,263**
Grants	42,771	-	**42,771**
Other income	54,785	-	**54,785**
	2,731,367	690,452	**3,421,819**

	Unrestricted funds 2024 £	*Restricted funds 2024 £*	*Total funds 2024 £*
Public funding	*2,496,037*	*599,603*	*3,095,640*
Grants	*56,435*	-	*56,435*
Other income	*159,199*	-	*159,199*
	2,711,671	*599,603*	*3,311,274*

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £
Income from investments	484	**484**

	Unrestricted funds 2024 £	*Total funds 2024 £*
Income from investments	*321*	*321*

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Direct charitable	1,827,239	716,038	**2,543,277**
Support costs	1,035,126	-	**1,035,126**
Governance costs	28,355	-	**28,355**
	2,890,720	716,038	**3,606,758**

	Unrestricted funds 2024 £	*Restricted funds 2024 £*	*Total 2024 £*
Direct charitable	*1,894,414*	*615,143*	*2,509,557*
Support costs	*967,508*	-	*967,508*
Governance costs	*22,178*	-	*22,178*
	2,884,100	*615,143*	*3,499,243*

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

7. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs £	Total funds 2025 £
Direct charitable	2,543,277	-	2,543,277
Support costs	-	1,035,126	1,035,126
Governance costs	-	28,355	28,355
	2,543,277	1,063,481	3,606,758

	Activities undertaken directly 2025 £	Support costs £	Total funds 2025 £
Direct charitable	2,509,557	-	2,509,557
Support costs	-	967,508	967,508
Governance costs	-	22,178	22,178
	2,509,557	989,686	3,499,243

Analysis of direct costs

	Direct charitable 2025 £	Total funds 2025 £
Establishment costs	6,947	6,947
Depreciation	68,682	68,682
Direct charitable	259,183	259,183
Travel	13,044	13,044
Mobile phones	43,445	43,445
Consultancy	8,900	8,900
Wages and agency costs	2,143,076	2,143,076
	2,543,277	2,543,277

7. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Direct charitable 2024 £	*Total Funds 2024 £*
Depreciation	*56,806*	*56,806*
Direct charitable	*319,004*	*319,004*
Travel	*16,004*	*16,004*
Mobile phones	*43,507*	*43,507*
Consultancy	*59,170*	*59,170*
Wages and agency costs	*2,015,066*	*2,015,066*
	2,509,557	*2,509,557*

Analysis of support costs

	Support costs 2025 £	**Governance costs 2025 £**	**Total funds 2025 £**
Wages and agency costs	592,025	-	**592,025**
Establishment costs	69,003	-	**69,003**
Staff training	36,517	-	**36,517**
Insurance	19,870	-	**19,870**
Legal and professional	76,497	-	**76,497**
IT support	151,203	-	**151,203**
Other admin costs	90,011	-	**90,011**
Audit fee	-	14,300	**14,300**
Bank charges	-	12,942	**12,942**
Trustees' expenses	-	156	**156**
Other governance costs	-	957	**957**
	1,035,126	28,355	**1,063,481**

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Support costs 2024 £	*Governance costs 2024 £*	*Total funds 2024 £*
Wages and agency costs	661,095	-	661,095
Establishment costs	5,307	-	5,307
Staff training	30,732	-	30,732
Insurance	13,925	-	13,925
Legal and professional	58,256	-	58,256
IT support	143,023	-	143,023
Other admin costs	55,170	-	55,170
Audit fee	-	18,700	18,700
Bank charges	-	1,090	1,090
Trustees' expenses	-	2,388	2,388
	967,508	22,178	989,686

8. Gains/Losses on investments

	2025 £	2024 £
Revaluation of investment	**25,636**	41,355
	25,636	41,355

9. Auditors' remuneration

	2025 £	2024 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	**10,560**	9,600
Fees payable to the Charity's auditor in respect of:		
All non-audit services not included above	**6,600**	6,600

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, expenses totalling £156 were reimbursed or paid directly to the Trustees (2024 - £2,388). Expenses relate to travel to and holding of meetings for the charity and board of trustees and are paid directly by the charity.

11. Staff costs

	2025 £	2024 £
Wages and salaries	**2,387,277**	2,281,939
Social security costs	**210,308**	157,509
Contribution to defined contribution pension schemes	**60,094**	58,247
	2,657,679	2,497,695

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	**2024** No.
Administration and support	**99**	*98*

No employee received remuneration amounting to more than £60,000 in either year.

Total key management personnel benefits for the year amount to £347,754 (2024 - £389,346).

12. Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13. Tangible fixed assets

	Freehold property	Leasehold improvements	Fixtures and fittings	Total
	£	£	£	£
Cost or valuation				
At 1 April 2024	**-**	**26,951**	**311,802**	**338,753**
Additions	**1,668,511**	**-**	**5,651**	**1,674,162**
At 31 March 2025	**1,668,511**	**26,951**	**317,453**	**2,012,915**
Depreciation				
At 1 April 2024	**-**	**17,967**	**219,108**	**237,075**
Charge for the year	**12,675**	**8,984**	**47,023**	**68,682**
At 31 March 2025	**12,675**	**26,951**	**266,131**	**305,757**
Net book value				
At 31 March 2025	**1,655,836**	**-**	**51,322**	**1,707,158**
At 31 March 2024	*-*	*8,984*	*92,694*	*101,678*

Included within Freehold property, are properties with a carrying amount of £1,655,836 (2024: £NIL) which is subject to a legal charge as security for a loan.

14. Fixed asset investments

	Listed investments
	£
Cost or valuation	
At 1 April 2024	**653,683**
Additions	**25,635**
At 31 March 2025	**679,319**
Net book value	
At 31 March 2025	**679,319**
At 31 March 2024	653,683

15. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	**48,520**	*162,721*
Other debtors	**26,254**	*18,098*
Prepayments and accrued income	**57,897**	*153,640*
	132,671	*334,459*

16. Creditors: Amounts falling due within one year

	2025 £	2024 £
Other loans	**114,854**	-
Trade creditors	**25,568**	*61,843*
Pension fund payable	**16,524**	*12,658*
Other creditors	**19,927**	*29,705*
Accruals and deferred income	**233,839**	*152,771*
	410,712	*256,977*

Deferred income in the year was £137,853 (2024 - £70,349)

The freehold properties purchased in the financial year (note 13) are secured by Social and Sustainable Capital LLP. All charges are listed on Companies House

17. Creditors: Amounts falling due after more than one year

	2025 £	*2024 £*
Other loan 1-5 yrs	**476,158**	-
Other loan >5 yrs	**1,202,430**	-
	1,678,588	-

The freehold properties purchased in the financial year (note 13) are secured by Social and Sustainable Capital LLP. All charges are listed on Companies House

18. Funds received as agents

During the period under review £96,449 (2024: £71,002) was received and paid out to recipients in accordance with the directions of the Commissioners.

No administration fees have been received in relation to this agreement and there were no balances held as an agent at the year end (2024: £NIL).

19. Statement of funds

19. Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds						
Designated funds						
IT replacement programme	**48,429**	**36,079**	**(6,447)**	**-**	**-**	**78,061**
Decorating and office one-off costs	**12,000**	**50,500**	**-**	**-**	**-**	**62,500**
Website update	**12,030**	**-**	**(3,360)**	**(973)**	**-**	**7,697**
Sirona Homes set up	**167,581**	**-**	**(67,548)**	**(22,033)**	**-**	**78,000**
Office move	**15,000**	**6,470**	**(6,470)**	**-**	**-**	**15,000**
Pets project	**45,906**	**-**	**-**	**(30,406)**	**-**	**15,500**
Contingency fund	**282,872**	**4,009**	**-**	**-**	**-**	**286,881**
Projected service losses	**115,000**	**54,683**	**(89,683)**	**-**	**-**	**80,000**
Specialist consultancy	**76,000**	**23,364**	**(10,160)**	**(20,750)**	**-**	**68,454**
	774,818	**175,105**	**(183,668)**	**(74,162)**	**-**	**692,093**
General funds						
General Funds - all funds	**381,593**	**2,626,241**	**(2,707,052)**	**48,576**	**25,636**	**374,994**
Total Unrestricted funds	**1,156,411**	**2,801,346**	**(2,890,720)**	**(25,586)**	**25,636**	**1,067,087**

19. **Statement of funds (continued)**

Statement of funds - current year (continued)

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Restricted funds						
Independent domestic violence advisor uplift	-	94,839	(94,991)	152	-	-
IOM independent domestic violence advisor	-	248,600	(273,557)	24,957	-	-
MOJ independent domestic violence advisor	-	96,120	(96,122)	2	-	-
Perpetrator programme	-	41,034	(41,034)	-	-	-
Trauma informed practice	-	58,918	(101,601)	475	-	-
CADA	-	49,815	(49,815)	-	-	-
Total restricted funds	-	690,452	(716,038)	25,586	-	-
Total of funds	1,156,411	3,491,798	(3,606,758)	-	25,636	1,067,087

19. Statement of funds (continued)

IOM Independent Domestic Violence Advisor
Aim is to support women of the top 40 prolific DVA offenders. The funding comes from government which is paid to Juno via the City and County Councils.

Independent Domestic Violence Advisor Uplift
The IDVA's support women and teenagers across all risk levels. The specialist IDVA's work with women from Black and Minority backgrounds as well as older women and those with a disability. The funding comes from the government which is paid to Juno via the City and Council Councils.

MOJ Independent Domestic Violence Advisor
Family Court workers provide support for women that are going through Civil Court proceedings. The funding comes from the government which is paid to Juno via the City and County Councils.

Perpetrator Programme
Partner Support worker, supports women whose partners are on a group or one to one perpetrator programme. The funding comes from government which is paid to Juno via the City and County Councils.

Trauma Informed Practice
TIP workers, support children and young people that have been witness to DVA in the family home. The funding comes from government which is paid to Juno via City and County councils.

CADA
Funding from the PCC. This is a therapeutic recovery programme for Children and Young People and their non abusing parents who have experienced DVA.

Family Support and Safeguarding
Funded by Nottinghamshire County Council. The service provides support to vulnerable families who has suffered from DA in the south of the county; Ashfield, Broxtowe, Gedling & Rushcliffe. Aiming to help them improve their health, wellbeing and be better equipped to cope with aspects of every day life.

19. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2024* £
Unrestricted funds						
Designated funds						
IT replacement programme	*53,081*	*7,011*	*(11,663)*	-	-	*48,429*
Decorating and office one-off costs	*12,000*	-	-	-	-	*12,000*
Website update	*10,408*	*1,622*	-	-	-	*12,030*
Sirona Homes set up	*96,990*	*88,060*	*(17,469)*	-	-	*167,581*
Office move	*10,000*	*5,000*	-	-	-	*15,000*
Pets project	*61,824*	-	*(15,918)*	-	-	*45,906*
Contingency fund	*253,112*	*29,760*	-	-	-	*282,872*
Projected service losses	*150,000*	*17,731*	*(52,731)*	-	-	*115,000*
Specialist consultancy	*98,000*	*24,922*	*(46,922)*	-	-	*76,000*
	745,415	*174,106*	*(144,703)*	-	-	*774,818*
General funds						
General Funds - all funds	*528,924*	*2,566,251*	*(2,739,397)*	*(15,540)*	*41,355*	*381,593*
Total Unrestricted funds	*1,274,339*	*2,740,357*	*(2,884,100)*	*(15,540)*	*41,355*	*1,156,411*

19. Statement of funds (continued)

	Balance at 1 April 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2024* £
Restricted funds						
Independent domestic violence advisor uplift	-	*227,054*	*(227,054)*	-	-	-
IOM independent domestic violence advisor	-	*76,038*	*(82,521)*	*6,483*	-	-
MOJ independent domestic violence advisor	-	*96,120*	*(104,096)*	*7,976*	-	-
Perpetrator programme	-	*40,727*	*(40,727)*	-	-	-
Trauma informed practice	-	*60,045*	*(61,102)*	*1,057*	-	-
CADA	-	*99,619*	*(99,643)*	*24*	-	-
Total restricted funds	-	*599,603*	*(615,143)*	*15,540*	-	-
Total of funds	*1,274,339*	*3,339,960*	*(3,499,243)*	-	*41,355*	*1,156,411*

20. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Designated funds	**774,818**	**175,105**	**(183,668)**	**(74,162)**	**-**	**692,093**
General funds	**381,593**	**2,626,241**	**(2,707,052)**	**48,576**	**25,636**	**374,994**
Restricted funds	**-**	**690,452**	**(716,038)**	**25,586**	**-**	**-**
	1,274,339	**3,339,960**	**(3,499,243)**	**-**	**41,355**	**1,156,411**

Summary of funds - prior year

	Balance at 1 April 2023 £	*Income £*	*Expenditure £*	*Transfers in/out £*	*Gains/ (Losses) £*	*Balance at 31 March 2024 £*
Designated funds	*745,415*	*174,106*	*(144,703)*	-	-	*774,818*
General funds	*528,924*	*2,566,251*	*(2,739,397)*	*(15,540)*	*41,355*	*381,593*
Restricted funds	-	*599,603*	*(615,143)*	*15,540*	-	-
	1,274,339	*3,339,960*	*(3,499,243)*	-	*41,355*	*1,156,411*

21. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	1,707,158	**1,707,158**
Fixed asset investments	679,319	**679,319**
Current assets	769,910	**769,910**
Creditors due within one year	(1,678,588)	**(1,678,588)**
Total	1,067,087	**1,067,087**

Analysis of net assets between funds - prior period

	Unrestricted funds 2024 £	*Total funds 2024* £
Tangible fixed assets	*101,678*	*101,678*
Fixed asset investments	*653,683*	*653,683*
Current assets	*658,027*	*658,027*
Creditors due within one year	*(256,977)*	*(256,977)*
Total	*1,156,411*	*1,156,411*

22. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	*2024 £*
Net expenditure for the period (as per Statement of Financial Activities)	**(89,324)**	*(117,928)*
Adjustments for:		
Depreciation charges	**68,682**	*56,806*
Gains/(losses) on investments	**(25,636)**	*(41,355)*
Dividends, interests and rents from investments	**(484)**	*(321)*
Decrease/(increase) in debtors	**201,788**	*54,725*
Decrease in creditors	**(38,881)**	*(60,272)*
Net cash used in operating activities	**193,907**	*(108,345)*

23. Analysis of cash and cash equivalents

	2025 £	*2024 £*
Cash in hand	**637,239**	*323,568*
Total cash and cash equivalents	**637,239**	*323,568*

24. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	**323,568**	**313,671**	**637,239**
Debt due within 1 year	**(12,658)**	**(118,720)**	**(131,378)**
	310,910	**(1,483,637)**	**(1,172,727)**

25. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	*2024* *£*
Not later than 1 year	**72,389**	*60,324*
Later than 1 year and not later than 5 years	**72,389**	-
	144,778	*60,324*

26. Related party transactions

Expenditure with and payables to related parties amounted to £4,157 (2024 - £NIL) with Sirona Homes CIO, a sister organisation to Juno Women's Aid.

Annual Report & Financial Statement 2024-25

Juno Women's Aid was formerly known as WAIS (Women's Aid Integrated Services)

Charity No. 1094012 (limited by guarantee)
Company No. 4305710 (limited by guarantee and not having a share capital)

Safety. Support. Strength.

Juno Women's Aid Headquarters

Suites 1, 8 & 9 Heathcote Buildings,

Heathcoat Street,

Nottingham,

NG1 3AA

24-hour helpline

0808 800 0340

Text relay is also available for callers who are deaf or hearing impaired. If using a telephone, prefix the helpline number by 08001. Interpretation is also available through the language line

Referrals and agency enquiries

0115 947 6490, or use our 24-hour helpline

General enquiries

0115 947 5257

enquiries@junowomensaid.org.uk

Media enquiries

communications@junowomensaid.org.uk

Fundraising enquiries

fundraising@junowomensaid.org.uk



JUNO WOMEN'S AID

England & Wales - Charity number 1094012

Accounts

JUNO Women's Aid

Safety.
Support.
Strength.



ANNUAL REPORT

& Financial Statements

1st April 2023 – 31st March 2024

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TRUSTEES' ANNUAL REPORT FOR THE 2023-24 FINANCIAL YEAR

Message From The CEO

It has been an honour and privilege, to lead Juno Women's Aid through another year of challenge, positive growth and change. During 2023-2024 Juno has continued to grow as an organisation. This growth has and continues to be, in relation to income, the range of services we provide, the number of survivors we support each year and our knowledge of what works best for survivors of DVA[1]. We have grown but our focus remains on adhering to our grassroots values and vision, providing services that are trauma-informed and supporting long-term recovery.

The past year has been incredibly busy, rewarding and challenging as we continued to move forward in achieving our ambition of ensuring the provision of specialist services run by women for women, children and young people to reduce the harms resulting from their experiences of domestic violence and abuse. The work of the past year has included but is not limited to:

- Moving forward with our property acquisition plans.
- Securing £3 million investment from Safe and Sustainable Capital to acquire 2 and 3 bed properties in the City and South Nottinghamshire for survivors of DVA and their children.
- We founded a sister organisation, Sirona Homes CIO, as part of a strategic plan to establish a registered provider rooted in feminist ethos and values.
- The culmination of our work with Pilotlight has resulted in a review of our governance and the development of our strategic priorities for the next 5 years.
- We have continued a major modernisation programme reviewing our IT and infrastructure.
- We have launched partnerships with Sueno Events, Campbell Clinic, Equifax and continue to maintain and build upon partnerships developed in previous years.
- We have successfully secured ongoing funding for existing services including in our Justice services and for survivor engagement work across the DVA sector in Nottingham City.
- We have secured funding for national systems change work and are working with key stakeholders across the country to take this forward.

[1] 'DVA'- Domestic Violence or Abuse

It is testament to the dedication and commitment of Juno's staff, volunteers and trustees that we have continued to deliver vital services to women, children and young people in Nottingham and South Nottinghamshire during yet another incredibly busy and challenging year. The board and I wish to thank all staff, trustees, volunteers and partners for their contribution, support and commitment to tackling domestic abuse.

Finally, I want to pay tribute to the women, children and young people who used our services during this period - those who quietly called our Helpline or emailed and texted with us to get advice, those who continued to pursue our specialised recovery courses and those who were admitted to our refuges. These women are brave, they make the hardest decisions it is possible to take in order to protect their children and others, and many go on to survive and heal with dignity. We are deeply honoured that they take that chance and reach out to Juno as a partner on that journey.



Yasmin Rehman (Chief Executive Officer)

Message From The Chair Of Our Board of Trustees

The Trustees commend to you this report for the year 2023-24, and take this opportunity to thank our CEO Yasmin, the Senior Leadership Team, all staff, volunteers, commissioners, funders, donors, partners and other stakeholders for supporting us to provide services for so many women, children and young people this year. The Board of Trustees is responsible for the governance and scrutiny of Juno Women's Aid, ensuring it is effective, legally compliant and meeting its charitable objectives. We always have in mind the Purpose, Vision and Mission of Juno to ensure we don't lose sight of day-to-day experience and that our strategic direction seeks to continuously improve and extend the range of services we offer. We have an excellent working relationship with Yasmin, the CEO and the Senior Leadership Team to whom we provide appropriate challenge and support.

This year has continued to be incredibly busy, often challenging, but always focused on delivering the best possible services for women and their children.

The Board has adapted and grown to ensure that we continue to provide the required support and challenge to Juno and the establishment of Sirona CIO.

The Board now meets bi-monthly with 3 sub committees chaired by Trustees (detailed later in the report). We have created the post of Vice Chair with trustee Wendy Henderson elected to the role and have recruited 6 new Trustees to the Juno Board, and 2 for the new Sirona Board. This has significantly added to the skills, knowledge, experience and resources available to the Board and ensures we are well placed to face the challenges of the next year!



Sue Gregory (Chair of the Board of Trustees)

Charitable Objectives

The principle objectives and activities of the charity are to enable women, teenagers, children and pets living with domestic abuse to be safer, to leave the abusive relationship and to rebuild their lives with hope for the future.

The Board of Trustees reviews our aims, objectives and activities each year. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. This report looks at what we have achieved and the outcomes of our work throughout 2023-2024.

Our Vision

Juno Women's Aid's vision is of a world where women, teenagers and children live their lives free from domestic and sexual abuse and violence.

Our Mission

Juno Women's Aid exists to reduce the harm caused by domestic abuse. Our aim is to work to prevent domestic violence and abuse as well as providing services to meet the needs of survivors. Our work is holistic and empowering, working alongside survivors to achieve independent lives free from violence and abuse.

Our Aims

Juno Women's Aid aims to:

- Support and empower women and children and strengthen families.
- Raise awareness about domestic abuse and its effects on women and children.
- Challenge the taboo of silence and misperceptions about domestic abuse.
- Ensure the provision of specialist services to counteract domestic violence and abuse run by women for women, young women and children.
- Change lives.

Our Ways Of Working

- We will always believe women and children.
- We are non-judgmental.
- We will hold the voice of the women and children we support at the heart of everything we do.
- We are passionate about supporting women and children no matter how complex their needs.

- We will actively seek to make our services accessible to the diversity of women and children living in the communities we serve.
- We work closely with partner agencies to increase the safety of women and children and reduce the harm caused by domestic violence.

Our Beliefs And Ethos

We believe that:

- Domestic violence is a cause and consequence of gender inequality.
- Responsibility for domestic violence always lies with the abuser.
- Specialist services provided by women in safe, women-only spaces have the potential to transform the lives of women and children.
- Only by working in partnership with others will we be able to protect women and children and meet their needs for support.
- The diversity of our staff, volunteers and trustees makes us a stronger organisation and better able to meet the needs of women and children.
- We are proud to be a feminist organisation.

Our Governance

Juno Women's Aid is a company limited by guarantee and a registered charity with a diverse Board of Trustees who are both experienced and new to Juno.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

Public Benefit

The trustees have referred to the guidance contained in the Charity Commissioner's general guidance on public benefit when reviewing our aims and objectives and planning our future activities.

Our Values

- **Courageous:** We are not fazed by the challenges that come our way, we fight the cause of women suffering the trauma of domestic abuse with courage and determination.

- **Diverse:** We help women in our community who have settled here from all over the world and we provide services that are sympathetic to the needs associated with their diversity.
- **Resourceful and Relentless:** We never give up, we persevere and always do everything we can to find solutions in the most difficult of circumstances, we are committed to the women we help.
- **Expert:** We are specialists in our field, we are a charity run by women for women. We are knowledgeable, focused and committed to our cause.
- **Compassionate:** We shelter, we protect, we nurture, with empathy and compassion.

Our Strategic Aims 2024-25

1. We will provide specialist services for women, children and teenagers experiencing domestic abuse.
2. We will deliver our services in an inclusive way by recognising the specific experiences of different groups of women and children who are living with, have experienced domestic violence and abuse.
3. We will offer services to children and teenagers that are on a par with our work with women survivors.
4. We will manage change effectively and with wellbeing in mind develop an organisation and staff who work flexibly.
5. We will ensure that Juno Women's Aid proactively seeks the resources it needs to deliver its mission, aims and key objectives effectively.
6. We will be a leader in delivering domestic violence services, raising awareness of domestic abuse and the diverse needs of survivors locally, regionally and nationally.

Our Strategies

Fundraising, Communications and Marketing

Juno Women's Aid aims to use its voice to raise awareness, inform and educate. We need to reach and support survivors, enabling them to find and access the support they need wherever they are and however and whenever they can communicate. We also want to use our voice to bring about systematic change and improve the response to survivors needs.

We build and maintain strong relationships and maintain a work profile and reputation which allows us to develop diverse income streams, giving us the confidence to continue the vital services we already provide and develop new services which meet the needs of survivors today and in the future.

Our aims for 2024-2025 are to increase our income through fundraising campaigns and deliver events to raise Juno's profile and reach new communities/organisations. We will

create targeted communications to extend our reach and engage with new audiences through social media channels, face to face events and media.

Safeguarding

Juno Women's Aid has always been committed to ensuring the safety and wellbeing of all of our service users and employees. Safeguarding strategies included providing staff with relevant and up-to-date training, creating and maintaining clear safeguarding policies in line with The Children's Act, The Care Act, and the Domestic Abuse Act, and setting long term objectives around reporting and confidence when carrying out assessments. The joint Board of Trustee/along with safeguarding leads oversee the quality of this work. Juno provides quarterly updates on safeguarding to commissioners and is subject to regular Safeguarding quality reviews. Juno received the SafeLives Leading Lights Accreditation in November 2022 and the Women's Aid England National Quality Standards in September 2024. Both accreditations are a mark of quality that offers services, partner agencies and commissioners a set of standards for supporting victims of domestic violence and abuse. As part of the standards Juno's safeguarding policies and procedures for Adults and Children were assessed.

Human Resources, Staff Welfare and Volunteers

Juno Women's Aid is committed to empowering staff growth and developing their knowledge, skills and capabilities to drive continuous improved performance. We have developed an organisational-wide learning and development plan as part of the work to implement Juno's HR Strategy and Action Plan 2022-27, which details staff development and training activities. As part of this drive for organisational development, we have invested in increasing the number of staff enrolled on domestic abuse sector professional qualification training. We put 8 members of staff through formal accredited training (DAPA, IDVA and YPVA)[2] in addition to the internal training and non-accredited training staff attended. Our corporate induction programme for new staff continues to be a success. The induction programme includes training around Juno as an organisation, domestic abuse and supporting survivors, needs led model (Change that Lasts), as well as quality, monitoring and performance, IT, general Health and Safety and employee wellbeing.

Our Lead HR Trustee and Head of HR meet regularly to discuss and review performance against our HR Strategy (2022-2027). Where appropriate they deliver in-house training to develop the Leadership Team's understanding and implementation of HR Policies in line with legislative developments. The strategic priorities outlined in our HR Strategy will help drive the required changes needed to ensure Juno achieves its overall strategic aims. We are committed to equality of opportunity, valuing diversity and promoting inclusion. The HR Strategy is our commitment to ensuring that the women who work and volunteer with us receive an exceptional experience. Juno is proud to be a Disability Confident Employer.

[2] 'DAPA'- Domestic Abuse Prevention Advocate, 'IDVA' - Independent Domestic Violence Advisor, 'YPVA' - Young Person Violence Advocate.

Juno has been working with colleagues from the Nottingham Business School and Department of Psychology at Nottingham Trent University (NTU) since December 2021 to examine staffs' wellbeing. NTU has been supporting Juno in consulting with staff, a review of Wellbeing practice within our sector, and have developed our staff wellbeing survey informed by focus group results. This survey is due to be rolled out again in May 2024. Managers across the organisation have met with colleagues at NTU to discuss and review results of the wellbeing survey and facilitate a discussion on potential initiatives and wellbeing practice employees would like to see at Juno. We are currently in the final stages of creating a new Employee Wellbeing Policy. The policy is due to be published in summer 2024.

We have appointed and inducted 42 new employees in a variety of roles including front line, back office and management roles. We have utilised the support of 7 temporary agency staff of which 57% transferred to direct employment with Juno. Staff turnover equated to 36% over the year.

We have continued to strengthen our volunteering infrastructure and develop our processes for engaging and supporting volunteers, in order to make volunteering inclusive, meaningful and impactful. We have focused on providing comprehensive inductions, responsive and consistent communication and support, and team building and enrichment activities. We have trained 25 volunteers in the last year, with 2 of those progressing to employment with Juno. We have diversified our range of volunteering opportunities, for example planning and project managing a successful corporate volunteering event with a team of women from 'Microlise' decorating the Juno drop-in room at Nottingham Women's Centre. As a result of this project 'Microlise' are keen to continue supporting Juno in a variety of ways including further volunteering. We are also building our team of ad-hoc volunteers and developing the range and flexibility of activities they can support with.

Equality, Diversity and Inclusion

Juno Women's Aid has a zero tolerance approach to all forms of unlawful discrimination. We are fully committed to embedding equality, diversity and inclusion (EDI) in all our policies and activities as an employer, a service provider and a procurer of contracts and services.

'*All Women Matter*' sets out Juno Women's Aid's Vision, Commitment and Approach towards Equality, Diversity and Inclusion over the next five years. Driving real change requires long-term commitment and that all of us push beyond comfortable boundaries. We must begin the journey examining our own culture and talent practices, but we cannot be content to stop there. We must use our voice and work with others to advocate for change. Juno's vision is of a world where women, young people and children live their lives free from domestic and sexual abuse and violence. We believe that the principles of equality, diversity and inclusion are integral to this and the services we provide.

Our Plan For The Future

Juno Women's Aid is committed to adapting our strategic priorities to meet the changing needs of our service users and to ensure we remain sustainable in an uncertain financial landscape. Our work with women, children and young people whose lives have been impacted by Domestic Violence or Abuse (DVA) tells us that prevention and recovery are not two ends of a continuum, rather they are a cycle. By offering trauma informed support we can help survivors begin the journey to safety and recovery that includes long-term recovery and rebuilding.

Over the next five years, Juno is committed to learning from our current models of working, listening to what survivors want and need, working with our partners across all sectors and creating lasting change for survivors. Our ambition is to support survivors to move forward and live independent, autonomous lives. It is with this in mind that we have embarked on a new strategic direction, acquiring properties as a result of social investment and ensuring survivors and their families can put down safe roots and rebuild after trauma. Furthermore, we are working with national partners to develop innovative ways of delivering DA services that is informed by lived experience and meets the needs of survivors, builds on what works well and is responsive to the challenges faced in an ever changing context.

As we have grown as an organisation, we have become more visionary and entrepreneurial about what we want to do to support survivors of DVA. Juno is proud of its values-based leadership and culture. We are a business and a charity. We want to ensure we leverage some of what the private sector does to move forwards at the same time as remaining true to our values and principles.

Over the past few years, we have developed our links with private sector partners, funders and investors. We are working closely with Winner Trading Limited and Safe and Sustainable Capital as we buy and manage our own properties for survivors and their families. During this time, we have learned a great deal in relation to shifting our mind-set and focus on being a values-based business. We have established Sirona Homes CIO, an independent sister organisation rooted in feminist principles and values. We will support Sirona Homes CIO to become a registered housing provider in the coming years.

Our Quality Assurance

Juno Women's Aid continues to keep quality and improvement at the heart of its work, to ensure that women and children in need of support are receiving the best possible services.

The Board of Trustees monitors the required standards through the Quality and Performance Committee, originally established in 2020. Chaired by trustee Helen Jebb, the group brings together the CEO, Deputy CEO and members of the Senior Leadership Team to bring oversight to operational practice and delivery. This committee ensures the

organisation meets its obligations in line with the Quality Assurance Policy, learning from serious case reviews and domestic homicide reviews and with the sector quality standards. A quality improvement plan is at the centre of the work.

In 2023 Juno was re-assessed as part of the Women's Aid England (WAE) National Quality Standards and was proud to have met the required levels for re-accreditation; a huge achievement. A framework of review and assessment which also incorporates Safe Lives Leading Lights Standards is now firmly established to monitor and share areas for learning and improvement. Looking to the future Juno plans to apply for accreditation for Investors in People awards demonstrating the commitment to staff and volunteers.

Thanks To Our Supporters

Thank you to our 36 regular donors

Your regular income allows us to offer immediate urgent crises support where no other services are available.

Thank you to the following organisations for donations:

- Boots Media Group
- Bulwell Tophouse
- Canarvon Chapter
- Cartwright Communications
- Coop Bank
- Jigsaw
- Enigma Men's Business Club
- Equifax
- Gedling WI
- Golf Fundraiser
- Hawley and Rodgers Solicitors
- Helix House
- Marchini Curran
- Marshall Mayers (Teacher Active)
- New Look
- Page Kirk
- Sueno Events
- The Campbell Clinic
- Nottingham County Court

Thank you to the following individuals for organising and taking part in fundraising events for us:

- Verity Booth - Hand in Hand – The elimination of violence against women fundraiser
- Rich Davis - Rich Runs London
- Hannah Kitchener - SE10 takes on the Cambridge Half Marathon
- Christine Ivy - SBK In The Open
- Jennifer Carr – 3 Peaks 24-hour Challenge

Thank you to the following organisations who supply vouchers, tickets, and items we have passed straight to the families we support:

- Boots
- The Lashes Foundation
- The Nottingham Playhouse
- Lush
- Havenswood House
- KLG Rutland
- The Campbell Clinic
- The Great Notts Christmas Toy Appeal
- Theatre Royal
- Children's Hospitals Pyjamas
- Morrisons
- Microlise
- Sills & Betteridge

Thank You New Look

Stores in the Nottingham region have been raising money for Juno between January 2022 and March 2024. The amount raised has helped us to retain our extra helpline staff. Thank you for choosing us.

Thank you and sincere condolences to Karen's family and friends for donations made in her memory, and thank you to all other individuals and companies that supported Juno in any way, including those who donated anonymously and those who donated whilst shopping using Give As You Live.

Meet Our Board Of Trustees

- Sue Gregory - Chair
- Wendy Henderson - Vice Chair
- Sue Tongue - Treasurer / Chair of Finance & Fundraising Committee
- Anna Harry - Lead Marketing & Communications Trustee
- Anne Leivers - Lead Equality, Diversity & Inclusion Trustee - appointed March 2024
- Helen Jebb - Chair of Quality & Performance Committee
- Lucia Swift - Lead HR Trustee
- Tracy Tyrrell - Juno / Sirona Link Trustee - appointed January 2024
- Beth Whelan - appointed January 2024
- Bop Dhillon - resigned December 2023
- Chantal Lee - resigned July 2023
- Heather Whitehouse - appointed January 2024
- Lee Harrison
- Liz Cartwright - appointed January 2024
- Pauline Dunkwu
- Sharon Squires - resigned April 2023

Thanks and best wishes to the Trustees who left Juno in 2023-24: Bop Dhillon (resigned December 2023), Chantal Lee (resigned July 2023), and Sharon Squires (resigned April 2023).

Meet Our Senior Leadership Team

- Yasmin Rehman - Chief Executive Officer
- Paula Clarke - Deputy CEO
- Katherine Onion - Director of Finance and Business Support
- Carly Mason - Head of Service - HR
- Debbie Denning - Head of Service - County
- Kim Clarke - Head of Service - Accommodation and Central Operations
- Krishna Iftikhar - Head of Service - City
- Sam B - Head of Service - Quality Compliance and Performance

Company Information

Registered Offices and Operational Address

Juno Women's Aid, Suites 1 8 & 9, Heathcote Building, Heathcoat Street, Nottingham, NG1 3AA

Statutory Auditors

Page Kirk LLP
Sherwood House
7 Gregory Blvd
Forest Fields
Nottingham
NG7 6LB

Bankers

Lloyds Bank
12-16 Lower Parliament Street
Nottingham
NG1 3DA

Investment Advisors

St James's Place
1 Tetbury Road
Cirencester
Gloucestershire
GL7 1FP

Handelsbanken Wealth Management
77 Mount Ephraim
Kent
TN4 8BS

Structure, Governance and Management

Juno Women's Aid is a charitable company limited by guarantee, incorporated on 15th October 2001 and registered as a charity in 2002. The company was established under a Memorandum of Association which establishes the objects and powers of the charitable company and is governed under its Articles of Association. The Articles were amended in August 2023 to reflect new ways of working within the Board of Trustees. The Co-Chair officer holder positions were replaced with Chair and Vice-Chair positions.

The Directors (Members) of the company are also charity Trustees for the purposes of charity law. Trustees are elected appointed to serve for a period of three years after which can be re-appointed. A trustee can serve for a maximum of three terms (9 years). The Chair of the Board is also elected for a period of three years.

The BoT is responsible for overseeing the strategic direction and policy of the charity and delegates the responsibility for the day to day operation to the Chief Executive Officer (CEO). The Chair of the Board carries out monthly supervisions with the CEO.

The Board met six times during the year for its regular meetings and held two extra-ordinary meetings for specific matters.

The BoT receives written performance and themed reports and proposals from the CEO and Senior Leadership Team (SLT) to ensure decision-making is evidence and risk based as well as costed. Trustees also undertake in-depth strategic work in committees which meet regularly and report to the Board.

These committees are:

- Finance & Fundraising (Chair - treasurer, two further trustees, CEO, Director of Finance and Business Support)
- Quality & Performance (Chair - trustee, two further trustees, CEO, Deputy CEO, Head of Quality, Compliance & Performance)
- Housing & Property (Chair - trustee, treasurer, Juno/Sirona Homes link trustee, CEO, Director of Finance and Business Support)

As part of a governance review the Board of Trustees agreed to the appointment of lead trustees in September. The lead trustees' roles are:

- Equality, Diversity & Inclusion
- Human Resources
- Marketing & Communications

- Partnerships
- Programme Management
- Safeguarding
- Sirona Homes
- Notts Women's Centre renovations

The CEO and SLT ensure that Juno delivers high quality services, meets contractual obligations and conditions of grant aid and provides safe and secure conditions of employment and placement for the staff and volunteer team including supervision, support and continuous development of their skills and knowledge.

SLT meets weekly, and includes a CEO, Deputy CEO, Director of Finance and Business Support, Heads of HR and Quality Compliance and Performance, and Operational Heads of Service. Team Managers are responsible for the running of day-to-day activities with their staff who deliver services to women, teenagers (young people) and children living in the community and our refuge accommodation. Full Management Team Meetings are held monthly. The activities of the organisation are supported by a core team which provides administrative, business, communications, finance, human resources and performance information.

Recruitment of Trustees and Training

Juno Women's Aid recruits' women to the Board of Trustees who have skills, knowledge and commitment to take overall responsibility for the organisation.

All prospective trustees receive information about Juno, the range of services it provides and its values and ethos. Prospective trustees meet informally with the Governance Manager and then formally with the Chair and Vice-Chair prior to their appointment being approved by the Board. On appointment, new trustees are provided with an induction pack which contains:

- Governance Manual
- The legal framework of the charity including the Articles of Association
- The current financial position as set out in the latest published accounts
- Relevant strategies and policies

A recruitment drive in the autumn resulted in four new trustees being appointed to the Board. New trustees have attended a 'Being a Trustee' course provided by provided by Nottingham Community and Voluntary Services and will attend the corporate staff induction at Juno in

April 2024. Other training opportunities are available to all trustees. Trustees are invited to meet with services provided by Juno in order to familiarise themselves with the charity, the various projects and the context within which they operate. Trustees have also attended the All Staff Away Days.

A skills audit of trustees was conducted in August and this identified gaps in skills. This was used to target recruitment of new trustees and to identify any training needs. Trustees have utilised their skills to provide guidance to the CEO and Senior Leadership Team on specific projects in addition to their governance role. The Board seeks to ensure that trustees have sufficient skills, knowledge and experience required to run a medium sized charity.

Arrangements for setting pay and remuneration of key management personnel

Juno aims to create a high performance culture, ensuring that we have expert, knowledgeable staff who are appropriately motivated, incentivised and supported to deliver and show excellent performance. In doing this we will:

- Deliver performance management processes which are fit for purpose, uniformly applied and aligned to support delivery of wider people management objectives
- Ensure that our Terms and Conditions of Employment and other benefits are competitive within the women's sector as we compete for the recruitment, motivation and retention of staff. This will be achieved through:
    a) Benchmarking of our approach to pay and reward on at least an annual basis, both across the sector and in our local area.
    b) Maintaining a commitment to recognise exceptional performance and contribution of individuals and teams.
    c) Recognising professional accreditation and considering new approaches to excellence.
    d) Ensuring honesty in assessment and feedback as provided through the annual performance review process.

Risk Management

The BoT actively and routinely reviews all major risks to which the charity is exposed and these are documented in a risk register. The register details risks, their assessment, controls in place, net risks, responsibilities and review process. Areas of risk included are governance, operations, finance, human resources, external environment, legal and regulatory, reputation, disaster recovery, and planning. The plan includes events that are unlikely but would have very high impact were they to occur as well as an organisational risk register, risk management plans are put in place for new contracts and current key risks are reported by the CEO at each meeting of the BoT and discussed at the relevant committees.

The Board is very aware of the dynamic nature of risk in the environment in which we operate. Due to internal changes with one key funder, cashflow became a key risk during 2022-23 and again in 2023-24 and had to be managed on a weekly if not daily basis throughout this period. Apologies have been received and the funder is working to resolve the issues (for which Juno holds no blame or responsibility). Financial recompense is being sought for the impact and the situation continues to be monitored closely.

Related Parties

Juno Women's Aid is a full member of Women's Aid Federation of England, the End Violence Against Women Coalition, Women's Resource Centre and The Helpline Partnership.

Financial Review

The charity's total income for 2023-24 amounted to £3,339,960 (2022-23: £3,158,765). Its assets are available and adequate to fulfil its obligations. Total expenditure amounted to £3,499,243 (2022-2023: £3,144,578). The net incoming resources for the year after unrealised gains/losses amounted to -£159,283 (2022-23: £14,187). This figure includes a proportion of planned one off expenditure noted in designated funds, see note 18 below (£144,703). A gain on investment of £41,355 means an overall final figure of -£117,928.

The total reserves at 31st March 2024 amount to £1,156,411 (2022-23 £1,274,339), of which £0.00 is allocated to restricted funds leaving £1,156,411 - retained as total unrestricted funds, which included designated funds of £774,818 (2022-23 £745,415).

Free reserves at 31st March 2024 were £454,021 (2022-23 £328,228), which are made up of general unrestricted funds less tangible assets.

Principal Funding Sources

Juno Women's Aid has continued to receive funds from a wide range of sources and a summary of our principle sources[3] is laid out below:

- Nottingham City Council (CDP) - £1,651,525 (22-23 £1,706,680)
- Nottingham City Council - £55,653 (22-23 £83,154)
- Nottinghamshire County Council - £1,270,409 (22-23 £1,029,407)
- Nottinghamshire Police and Crime Commissioner - £ 79,653 (22-23 £54,624)
- Grants: Notts Community Foundation (£34,747), Coutts (£45,000), and Oak Foundation (£15,000), National Lottery (£72,212) total: £166,958 (22-23 total £105,000).

Reserves Policy

[3] Minus any underspend returned or amounts carried forward.

The BoT has examined the charities requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds, not committed, should equate to 3-6 months projected expenditure. At that level the charity should, in the event of decline in funding, be able to continue all activities until funding is replaced or activities altered. Money from reserves has been designated for development work which has not been possible in previous years. A level of core activities is funded from unrestricted reserves. Current reserves are £1,156,411 (2022-23 £1,274,339) which equates to approximately 4.6 months project expenditure. This includes £774,818 (2022-23 £745,415) - which has been designated for specific items of expenditure.

Investment Policy

Under the terms of the memorandum and articles of association, the charity may invest monies of Juno Women's Aid not immediately required for its own purposes. Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long term investment. Having considered the option available, the BoT decided to invest the amount that it has available in unit trusts managed by St James's Place Wealth Management and Handelsbanken. The performance of the unit trusts account has shown a gain of £41,355 during this financial year. The investments are reviewed constantly by the trustees' Finance and Fundraising Sub Committee, and overseen by the Board of Trustees.

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustee's annual report for financial statements in accordance with applicable law and United Kingdom Accounting Standards (UKGAAP).

Company law requires the BoT to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources including income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Observe the methods and principles in the Charities SORP.
- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue business.
- State whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware at the time of approving our trustees annual report.

There is no relevant audit information which the company's auditors are unaware; and the trustees have taken all the steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report is prepared in accordance with the Charities SORP (FRS 102) (effective 1 January 2020) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies as well as compliant with the Charities Commission and Companies House.

This report was approved by the Board of Trustees on 18 July 2024

and signed on its behalf by:

S. E. Gregory

Sue Gregory (Chair of the Board of Trustees)

INDEPENDENT AUDITOR'S REPORT FOR THE 2023-24 FINANCIAL YEAR

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF JUNO WOMEN'S AID

Opinion

We have audited the financial statements of Juno Women's Aid (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF JUNO WOMEN'S AID

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and Money Laundering.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and the understatement of revenue. Our audit procedures to respond to these risks included:

- Enquiries of management about their own identification and assessment of the risks of irregularities.
- Sample testing on the posting of journals.
- Reviewing meeting minutes, regulatory correspondence and professional fees.
- Detailed substantive testing on the completeness of income.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

J Haywood ACA

James Haywood ACA (Senior Statutory Auditor)
Chartered accountants and statutory auditors
Sherwood House
7 Gregory Boulevard
Nottingham
NG7 6LB

18 July 2024

Page Kirk LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Donations and legacies	3	**28,365**	**-**	**28,365**	*88,355*
Charitable activities	4	**2,711,671**	**599,603**	**3,311,274**	*3,070,344*
Investments	5	**321**	**-**	**321**	*66*
Total income		**2,740,357**	**599,603**	**3,339,960**	*3,158,765*
Expenditure on:					
Charitable activities	6	**2,884,100**	**615,143**	**3,499,243**	*3,144,578*
Total expenditure		**2,884,100**	**615,143**	**3,499,243**	*3,144,578*
Net (expenditure)/income before net gains/(losses) on investments		**(143,743)**	**(15,540)**	**(159,283)**	*14,187*
Net gains/(losses) on investments		**41,355**	**-**	**41,355**	*(46,125)*
Net expenditure		**(102,388)**	**(15,540)**	**(117,928)**	*(31,938)*
Transfers between funds	18	**(15,540)**	**15,540**	**-**	-
Net movement in funds		**(117,928)**	**-**	**(117,928)**	*(31,938)*
Reconciliation of funds:					
Total funds brought forward		**1,274,339**	**-**	**1,274,339**	*1,306,277*
Net movement in funds		**(117,928)**	**-**	**(117,928)**	*(31,938)*
Total funds carried forward		**1,156,411**	**-**	**1,156,411**	*1,274,339*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 11 to 31 form part of these financial statements.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		*2023 £*
Fixed assets					
Tangible assets	13		**101,678**		*146,268*
Investments	14		**653,683**		*612,328*
			755,361		*758,596*
Current assets					
Debtors	15	**334,459**		*389,184*	
Cash at bank and in hand		**323,568**		*443,809*	
		658,027		*832,993*	
Creditors: amounts falling due within one year	16	**(256,977)**		*(317,250)*	
Net current assets			**401,050**		*515,743*
Total assets less current liabilities			**1,156,411**		*1,274,339*
Total net assets			**1,156,411**		*1,274,339*
Charity funds					
Restricted funds	18		**-**		*-*
Unrestricted funds	18		**1,156,411**		*1,274,339*
Total funds			**1,156,411**		*1,274,339*

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2024

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 18 July 2024 and signed on their behalf by:

Sue Tongue
(Trustee)

The notes on pages 11 to 31 form part of these financial statements.

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	*2023* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(108,345)**	*(403,623)*
Cash flows from investing activities		
Dividends, interests and rents from investments	**321**	*66*
Purchase of tangible fixed assets	**(12,217)**	*(44,123)*
Proceeds from disposal of investments	**-**	*200,000*
Net cash (used in)/provided by investing activities	**(11,896)**	**155,943**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(120,241)**	**(247,680)**
Cash and cash equivalents at the beginning of the year	**443,809**	*691,489*
Cash and cash equivalents at the end of the year	**323,568**	*443,809*

The notes on pages 11 to 31 form part of these financial statements

1. General information

The Charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each trustee is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation.

The address of its registered office is:
Heathcote Building
Heathcoat Street
Nottingham
England
NG1 3AA

2. Accounting policies

2.1 Summary of key accounting policies and estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Juno Women's Aid meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.3 Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity. The trustees have prepared and reviewed forecasts and are confident that these show that the charity is able to operate within its available resources and meet its liabilities as they fall due for the foreseeable future. Accordingly, the trustees consider it appropriate to continue to adopt the going concern basis of accounting in preparing the financial statements.

2.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.6 Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

2.7 Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Short-term leasehold property	- 33%
Fixtures and fittings	- 20%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Financial Activities.

2.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.13 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.15 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.16 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.17 Critical accounting estimates and judgements

Preparation of the financial statements requires management to make judgements, estimates and assumptions. These estimates and assumptions are based on historical experience and other factors that are considered to be relevant and actual results may differ from estimates.

There are no significant estimates or judgements included in the preparation of the financial statements however all judgements are reviewed on an ongoing basis and any revision to an estimate is recognised within the period in which it is revised.

3. Income from donations and legacies

	Unrestricted funds 2024 £	Total funds 2024 £
Donations		
Various donations	26,719	**26,719**
Gift Aid	1,646	**1,646**
	28,365	**28,365**

	Unrestricted funds 2023 £	*Total funds 2023* £
Donations		
Various donations	*18,328*	*18,328*
Gift aid	*5,309*	*5,309*
New Look	*39,718*	*39,718*
Anonymous legacy	*25,000*	*25,000*
	88,355	*88,355*

4. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Public funding	2,496,037	599,603	**3,095,640**
Grants	56,435	-	**56,435**
Other income	159,199	-	**159,199**
	2,711,671	599,603	**3,311,274**

	Unrestricted funds 2023 £	*Restricted funds 2023 £*	*Total funds 2023 £*
Public funding	*2,772,057*	*163,273*	*2,935,330*
Grants	*105,000*	-	*105,000*
Other income	*30,014*	-	*30,014*
	2,907,071	*163,273*	*3,070,344*

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Income from investments	321	**321**

	Unrestricted funds 2023 £	*Total funds 2023 £*
Income from investments	*66*	*66*

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Direct charitable	1,894,414	615,143	**2,509,557**
Support costs	967,508	-	**967,508**
Governance costs	22,178	-	**22,178**
	2,884,100	615,143	**3,499,243**

	Unrestricted funds 2023 £	*Restricted funds 2023 £*	*Total 2023 £*
Direct charitable	*2,086,658*	*163,273*	*2,249,931*
Support costs	*875,962*	-	*875,962*
Governance costs	*18,685*	-	*18,685*
	2,981,305	*163,273*	*3,144,578*

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Direct charitable	2,509,557	-	**2,509,557**
Support costs	-	967,508	**967,508**
Governance costs	-	22,178	**22,178**
	2,509,557	989,686	**3,499,243**

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

	Activities undertaken directly 2023 £	*Support costs 2023* £	*Total funds 2023* £
Direct charitable	*2,249,931*	-	*2,249,931*
Support costs	-	*875,962*	*875,962*
Governance costs	-	*18,685*	*18,685*
	2,249,931	*894,647*	*3,144,578*

Analysis of direct costs

	Direct charitable 2024 £	**Total funds 2024** £
Depreciation	56,806	**56,806**
Direct charitable	319,004	**319,004**
Travel	16,004	**16,004**
Mobile phones	43,507	**43,507**
Consultancy	59,170	**59,170**
Wages and agency costs	2,015,066	**2,015,066**
	2,509,557	**2,509,557**

	Direct charitable 2023 £	*Total funds 2023* £
Depreciation	*55,809*	*55,809*
Direct charitable	*128,897*	*128,897*
Travel	*14,632*	*14,632*
Mobile phones	*30,311*	*30,311*
Consultancy	*45,833*	*45,833*
Wages and agency costs	*1,974,449*	*1,974,449*
	2,249,931	*2,249,931*

Analysis of support costs

	Support costs 2024 £	**Governance costs 2024** £	**Total funds 2024** £
Wages and agency costs	661,095	-	**661,095**
Establishment costs	5,307	-	**5,307**
Staff training	30,732	-	**30,732**
Insurance	13,925	-	**13,925**
Legal and professional	58,256	-	**58,256**
IT support	143,023	-	**143,023**
Other admin costs	55,170	-	**55,170**
Audit fee	-	18,700	**18,700**
Bank charges	-	1,090	**1,090**
Trustees' expenses	-	2,388	**2,388**
	967,508	22,178	**989,686**

	Support costs 2023 £	*Governance costs 2023* £	*Total funds 2023* £
Wages and agency costs	*583,412*	-	*583,412*
Establishment costs	*110,647*	-	*110,647*
Staff training	*7,436*	-	*7,436*
Insurance	*10,844*	-	*10,844*
Legal and professional	*12,824*	-	*12,824*
IT support	*66,431*	-	*66,431*
Other admin costs	*54,051*	-	*54,051*
Office move costs	*30,317*	-	*30,317*
Audit fee	-	*16,140*	*16,140*
Bank charges	-	*787*	*787*
Trustees' expenses	-	*1,699*	*1,699*
Other governance costs	-	*59*	*59*
	875,962	*18,685*	*894,647*

8. Gains/losses on investments

	2024 £	*2023* £
Revaluation of investment	**41,355**	*(46,125)*
	41,355	*(46,125)*

9. Auditors' remuneration

	2024	2023
	£	£
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	**8,000**	*8,000*
Fees payable to the Charity's auditor in respect of:		
All non-audit services not included above	**5,000**	*5,200*

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2023 - £NIL)*.

During the year ended 31 March 2024, expenses totalling £2,388 were reimbursed or paid directly to the Trustees *(2023 - £1,699)*. Expenses relate to travel to and holding of meetings for the charity and board of trustees and are paid directly by the charity.

11. Staff costs

	2024	2023
	£	£
Wages and salaries	**2,281,939**	*2,306,062*
Social security costs	**157,509**	*192,573*
Contribution to defined contribution pension schemes	**58,247**	*59,225*
	2,497,695	*2,557,860*

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Administration and support	**98**	*100*

No employee received remuneration amounting to more than £60,000 in either year.

Total key management personnel benefits for the year amounted to £389,346 (2023 - £354,745).

12. Taxation

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13. Tangible fixed assets

	Leasehold improvements £	Fixtures and fittings £	Total £
Cost or valuation			
At 1 April 2023	**26,951**	**299,585**	**326,536**
Additions	**-**	**12,217**	**12,217**
At 31 March 2024	**26,951**	**311,802**	**338,753**
Depreciation			
At 1 April 2023	**8,984**	**171,284**	**180,268**
Charge for the year	**8,983**	**47,823**	**56,806**
At 31 March 2024	**17,967**	**219,107**	**237,074**
Net book value			
At 31 March 2024	**8,984**	**92,695**	**101,679**
At 31 March 2023	*17,967*	*128,301*	*146,268*

14. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2023	**612,328**
Revaluations	**41,355**
At 31 March 2024	**653,683**
Net book value	
At 31 March 2024	**653,683**
At 31 March 2023	*612,328*

15. Debtors

	2024 £	*2023 £*
Due within one year		
Trade debtors	**162,721**	*183,073*
Other debtors	**18,098**	*18,098*
Prepayments and accrued income	**153,640**	*188,013*
	334,459	*389,184*

16. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**61,843**	*26,792*
Pension fund loan payable	**12,658**	*13,947*
Other creditors	**29,705**	*139,952*
Accruals and deferred income	**152,771**	*136,559*
	256,977	*317,250*

Deferred income in the year was £70,349 (2023 - £91,479).

17. Funds received as agent

During the period under review £71,002 (2023: £66,354) was received and paid out to recipients in accordance with the directions of the Commissioners.

No administration fees have been received in relation to this agreement and there were no balances held as an agent at the year-end (2023: £NIL).

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
Designated funds						
IT replacement programme	53,081	7,011	(11,663)	-	-	48,429
Decorating and office one-off costs	12,000	-	-	-	-	12,000
Website update	10,408	1,622	-	-	-	12,030
Sirona Homes set up	96,990	88,060	(17,469)	-	-	167,581
Office move	10,000	5,00	-	-	-	15,000
Pets project	61,824	-	(15,918)	-	-	50,161
Contingency fund	253,112	29,760	-	-	-	282,872
Projected service losses	150,000	17,731	(52,731)	-	-	115,000
Specialist consultancy	98,000	24,922	(46,922)	-	-	76,000
	745,415	174,106	(144,703)	-	-	774,818

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

General funds						
General Funds - all funds	528,924	2,566,251	(2,739,397)	(15,540)	41,355	381,593
Total Unrestricted funds	1,274,339	2,740,357	(2,884,100)	(15,540)	41,355	1,156,411
Restricted funds						
Independent domestic violence advisor uplift	-	227,054	(227,054)	-	-	-
IOM independent domestic violence advisor	-	76,038	(82,521)	6,483	-	-
MOJ independent domestic violence advisor	-	96,120	(104,096)	7,976	-	-
Perpetrator programme	-	40,727	(40,727)	-	-	-
Trauma informed practice	-	60,045	(61,102)	1,057	-	-
CADA	-	99,619	(99,643)	24	-	-
Total restricted funds	-	599,603	(615,143)	15,540	-	-
Total of funds	1,274,339	3,339,960	(3,499,243)	-	41,355	1,156,411

IOM Independent Domestic Violence Advisor
Aim is to support women of the top 40 prolific DVA offenders. The funding comes from government which is paid to Juno via the City and County Councils.

Independent Domestic Violence Advisor Uplift
The IDVA's support women and teenagers across all risk levels. The specialist IDVA's work with women from Black and Minority backgrounds as well as older women and those with a disability. The funding comes from the government which is paid to Juno via the City and Council Councils.

MOJ Independent Domestic Violence Advisor
Family Court workers provide support for women that are going through Civil Court proceedings. The funding comes from the government which is paid to Juno via the City and County Councils.

Perpetrator Programme
Partner Support worker, supports women whose partners are on a group or one to one perpetrator programme. The funding comes from government which is paid to Juno via the City and County Councils.

Trauma Informed Practice
TIP workers, support children and young people that have been witness to DVA in the family home. The funding comes from government which is paid to Juno via City and County councils.

CADA
Funding from the PCC. This is a therapeutic recovery programme for Children and Young People and their non-abusing parents who have experienced DVA.

Statement of funds - prior year

	Balance at 1 April 2022 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2023* £
Unrestricted funds						
Designated funds						
IT replacement programme	*47,925*	*5,156*	-	-	-	*53,081*
Decorating and office one-off costs	*10,000*	*2,000*	-	-	-	*12,000*
Website update	*6,277*	*4,131*	-	-	-	*10,408*
Sirona Homes set up	-	*96,990*	-	-	-	*96,990*
Office move	*16,295*	-	*(6,295)*	-	-	*10,000*
Pets project	*45,000*	*16,824*	-	-	-	*61,824*
Contingency fund	*295,132*	-	*(42,020)*	-	-	*253,112*
Projected service losses	*231,504*	-	*(81,504)*	-	-	*150,000*
Specialist consultancy	*52,900*	*45,100*	-	-	-	*98,000*
Additional rent 5 year	*87,000*	-	*(87,000)*	-	-	-
	792,033	*170,201*	*(216,819)*	-	-	*745,415*

JUNO WOMEN'S AID

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

General funds						
General Funds - all funds	486,185	2,825,291	(2,764,486)	28,059	(46,125)	528,924
Total Unrestricted funds	1,278,218	2,995,492	(2,981,305)	28,059	(46,125)	1,274,339
Restricted funds						
NHS Nottingham CCG	7,441	-	-	(7,441)	-	-
Probation Trust - DLNR CRC	2,337	-	-	(2,337)	-	-
NCC - Serenity	-	127,673	(127,673)	-	-	-
Young women and girls	-	14,217	(14,217)	-	-	-
Children affected by domestic abuse	-	16,672	(16,672)	-	-	-
Community vaccine champions fund	-	276	(276)	-	-	-
Mansfield DC - medium risk worker	18,281	-	-	(18,281)	-	-
Safe accommodation co-ordinator	-	3,861	(3,861)	-	-	-
Personal Budget – Changing Futures	-	574	(574)	-	-	-
	28,059	163,273	(163,273)	(28,059)	-	-
Total of funds	1,306,277	3,158,765	(3,144,578)	-	(46,125)	1,274,339

19. Summary of funds

Summary of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Designated funds	**745,415**	**174,106**	**(144,703)**	**-**	**-**	**774,818**
General funds	**528,924**	**2,566,251**	**(2,739,397)**	**(15,540)**	**41,355**	**381,593**
Restricted funds	**-**	**599,603**	**(615,143)**	**15,540**	**-**	**-**
	1,274,339	**3,339,960**	**(3,499,243)**	**-**	**41,355**	**1,156,411**

Summary of funds - prior year

	Balance at 1 April 2022 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2023* £
Designated funds	*792,033*	*170,201*	*(216,819)*	-	-	*745,415*
General funds	*486,185*	*2,825,291*	*(2,764,486)*	*28,059*	*(46,125)*	*528,924*
Restricted funds	*28,059*	*163,273*	*(163,273)*	*(28,059)*	-	-
	1,306,277	*3,158,765*	*(3,144,578)*	-	*(46,125)*	*1,274,339*

20. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	101,678	**101,678**
Fixed asset investments	653,683	**653,683**
Current assets	658,027	**658,027**
Creditors due within one year	(256,977)	**(256,977)**
Total	1,156,411	**1,156,411**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	*Total funds 2023* £
Tangible fixed assets	*146,268*	*146,268*
Fixed asset investments	*612,328*	*612,328*
Current assets	*832,993*	*832,993*
Creditors due within one year	*(317,250)*	*(317,250)*
Total	*1,274,339*	*1,274,339*

21. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net expenditure for the period (as per Statement of Financial Activities)	**(117,928)**	*(31,938)*
Adjustments for:		
Depreciation charges	**56,806**	*55,809*
Gains/(losses) on investments	**(41,355)**	*46,125*
Dividends, interests and rents from investments	**(321)**	*(66)*
Decrease/(increase) in debtors	**54,725**	*(304,114)*
Decrease in creditors	**(60,272)**	*(169,440)*
Net cash used in operating activities	**(108,345)**	*(403,624)*

22. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**323,568**	*443,809*
Total cash and cash equivalents	**323,568**	*443,809*

23. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**443,809**	**(120,241)**	**323,568**
Debt due within 1 year	**(13,947)**	**1,289**	**(12,658)**
	429,862	**(118,952)**	**310,910**

24. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	*2023*
	£	*£*
Not later than 1 year	**60,324**	*60,324*
Later than 1 year and not later than 5 years	**-**	*60,324*
	60,324	*120,648*

25. Related party transactions

There were no related party transactions in the year or in the prior year.

Annual Report & Financial Statement 2023-24

Juno Women's Aid was formerly known as WAIS (Women's Aid Integrated Services)

Charity No. 1094012 (limited by guarantee)
Company No. 4305710 (limited by guarantee and not having a share capital)

Safety.
Support.
Strength.

Juno Women's Aid Headquarters

Suites 1, 8 & 9 Heathcote Buildings,

Heathcoat Street,

Nottingham,

NG1 3AA

24-hour helpline

0808 800 0340

Text relay is also available for callers who are deaf or hearing impaired. If using a telephone, prefix the helpline number by 08001. Interpretation is also available through the language line

Referrals and agency enquiries

0115 947 6490, or use our 24-hour helpline

General enquiries

0115 947 5257

enquiries@junowomensaid.org.uk

Media enquiries

communications@junowomensaid.org.uk

Fundraising enquiries

fundraising@junowomensaid.org.uk



JUNO WOMEN'S AID

England & Wales - Charity number 1094012

Accounts

JUNO Women's Aid

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ANNUAL REPORT & Financial Statement

2022/23

1ST APRIL 2022 - 31ST MARCH 2023

What is Inside...

JUNO
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JUNO Women's Aid

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YASMIN REHMAN

Chief Executive Officer

SUE GREGORY

Co-Chair Board of Trustees





HELEN JEBB

Co-Chair Board of Trustees

Section A
Directors and Trustees Report:

for year ending 31st March 2023

MESSAGE FROM THE CEO

In 2022-2023, Juno WA has continued to grow as an organisation. This growth has and continues to be, in relation to income, the range of services we provide, the number of survivors we support each year and our knowledge of what works best for survivors of DVA. We have grown but our focus remains on adhering to our grassroots values and vision, providing services that are trauma-informed and supporting long-term recovery.

The past year has been incredibly busy, rewarding and challenging as we continued to move forward in achieving our ambition of ensuring the provision of specialist services run by women for women, children and young people to reduce the harms resulting from their experiences of domestic violence and abuse. The work of the past year has included but is not limited to:

- Thanks to a generous donation we opened the garden room at our Zola refuge, in July 2022, which will provide a safe space for activities with children and their mothers.
- We launched Judith House in September 2022. This house has been offered to Juno by a private donor to house single women fleeing domestic abuse.
- An office move was a key priority from our strategic plan. In June 2022, Juno WA moved its headquarters Nottingham town centre.
- We entered into a partnership with Emmanuel House to support survivors with multiple and complex needs through Helix Project.
- Juno successfully secured ongoing funding for Serenity dispersed refuges in South Nottinghamshire.
- We have reviewed and amended our Memorandum and Articles of Association.
- We launched our Young Voices project a co-produced, co-designed service platforming the voices of young people affected by domestic abuse.
- We are working with Sheffield University to support research and promoting survivor voice through their Disrupted Narratives project.
- We are working with Pilotlight to undertake a review of the organisation to support the development of our strategic priorities for the next 5 years.
- In June 2022, we published a review of 10 Years of Domestic Homicide Reviews in Nottingham/shire and shared our findings with local and national partners.
- We have refreshed and renewed our focus on our marketing and communications. This has involved the development of a new, refreshed website and hard copy communications materials. We have refreshed and increased our use of our social media platforms in order to raise awareness of our services and ensure we reach as many survivors as possible.
- Following a period of intense growth, we have introduced a Deputy CEO role to focus on operations and support the CEO and Board of Trustees. Paula Clarke, was appointed as Deputy CEO in October 2022.

- We introduced new roles of Head of Quality, Performance and Compliance and a Data Officer. This is in response to increase demand for performance management information from funders and to help build resilience within the organisation.
- A new role of Project and Policy Support was introduced.
- We have begun a major modernisation programme reviewing our IT and infrastructure. Following a tender process, a new IT provider and will be moving to a cloud-based system in the coming months. Resources in HR and Business Support have been increased in order to ensure delivery of these developments.
- We are working with Nottingham Trent University to develop our Wellbeing Policy. Following many months of consultation with staff and managers, the policy is due to be published in summer 2023.
- We have launched partnerships with the Island Quarter, Marchini Curran and Nottingham College
- We were re-accredited to Safe Lives Leading Lights and are currently in the re-accreditation process for Women's Aid England National Quality Standards.
- We have hosted visits from Councillor Neghat Khan (Nottingham City) and Lilian Greenwood MP.
- We joined the national Faith and Violence Against Women and Girls (VAWG) Coalition.

It is testament to the dedication and commitment of Juno's staff, volunteers and trustees that we have continued to deliver vital services to women, children and young people in Nottingham and South Nottinghamshire during yet another incredibly busy and challenging year. The board I wish to thank all staff, trustees, volunteers and partners for their contribution, support and commitment to tackling domestic abuse.

Finally, I want to pay tribute to the women, children and young people who used our services during this period – those who quietly called our Helpline or emailed and texted with us to get advice, those who continued to pursue our specialised recovery courses and those who were admitted to our refuges. These women are brave, they make the hardest decisions it is possible to take in order to protect their children and others, and many go on to survive and heal with dignity. We are deeply honoured that they take that chance and reach out to Juno as a partner on that journey.

Yasmin Rehman (Chief Executive Officer)

Message from our Co-Chairs Sue Gregory and Helen Jebb

The Trustees commend to you this report for the year 2022-23, and take this opportunity to thank our CEO Yasmin, the Senior Leadership Team, all staff, volunteers, commissioners, funders, donors, partners and other stakeholders for supporting us to provide services for so many women, children and young people this year. The Board of Trustees is responsible for the governance and scrutiny of Juno Women's Aid, ensuring it is effective, legally compliant and meeting its charitable objectives. We always have in mind the Purpose, Vision and Mission of Juno Women's Aid to ensure we don't lose sight of day-to-day experience and that our strategic direction seeks to continuously improve and extend the range of services we offer. We have an excellent working relationship with Yasmin, the CEO and the senior leadership team to whom we provide appropriate challenge and support.

The Board has continued to meet eight times a year, in addition to the Annual Meeting and other special interest meetings to set the strategic direction of the organisation, agree policy and provide scrutiny. Whilst the Board adapted to remote meetings during the pandemic we have been pleased to have returned to some 'in person' meetings. Specialist subcommittees have continued to have responsibilities, including delegated authorities, for HR, Finance, Fundraising and Communications, Equality, Diversity and Inclusion and Quality Assurance. Of note this year is the Boards work to review and amend the Memorandum of Association and Articles of Association to reflect the significant growth of Juno and some of the changes in functions which are described elsewhere in this report. We have supported the CEO in building new partnerships and seeking additional funding and investment to continue to grow our offer in the coming year. I am sure that 2023-24 be both busy and challenging but also exciting and rewarding. The Board has initiated work to review the Governance Structure to ensure that it remains fit for purpose in the context of Juno's growth and evolution.

Sue Gregory (Co-Chair of the Board of Trustees)
Helen Jebb (Former Co-Chair of the Board of Trustees)

Who are Juno Women's Aid?

Charitable Objectives

The principle objectives and activities of the charity are to enable women, teenagers, children and pets living with domestic abuse to be safer, to leave the abusive relationship and to rebuild their lives with hope for the future.

The Board of Trustees reviews our aims, objectives and activities each year. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. This report looks at what we have achieved and the outcomes of our work throughout 2021-2022.

Our Vision

Juno Women's Aid's vision is of a world where women, teenagers and children live their lives free from domestic and sexual abuse and violence.

Our Mission

Juno Women's Aid exists to reduce the harm caused by domestic abuse. Our aim is to work to prevent domestic violence and abuse as well as providing services to meet the needs of survivors. Our work is holistic and empowering, working alongside survivors to achieve independent lives free from violence and abuse.

Our Aims

Juno Women's Aid aims to:

- Support and empower women and children and strengthen families
- Raise awareness about domestic abuse and its effects on women and children
- Challenge the taboo of silence and misperceptions about domestic abuse
- Ensure the provision of specialist services to counteract domestic violence and abuse run by women for women, young women and children.
- Change lives

Our Ways of Working

- We will always believe women and children
- We are non-judgmental
- We will hold the voice of the women and children we support at the heart of everything we do
- We are passionate about supporting women and children no matter how complex their needs
- We will actively seek to make our services accessible to the diversity of women and children living in the communities we serve
- We work closely with partner agencies to increase the safety of women and children and reduce the harm caused by domestic violence

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Our Beliefs and Ethos

We believe that:

- Domestic violence is a cause and consequence of gender inequality
- Responsibility for domestic violence always lies with the abuser
- Specialist services provided by women in safe, women-only spaces have the potential to transform the lives of women and children
- Only by working in partnership with others will we be able to protect women and children and meet their needs for support
- The diversity of our staff, volunteers and trustees makes us a stronger organisation and better able to meet the needs of women and children
- We are proud to be a feminist organisation

Our Governance

Juno Women's Aid is a company limited by guarantee and a registered charity with a diverse Board of Trustees who are both experienced and new to Juno Women's Aid. The Board has continued to meet throughout the Covid-19 pandemic and be actively involved in governance and scrutiny.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Public Benefit

The trustees have referred to the guidance contained in the Charity Commissioner's general guidance on public benefit when reviewing our aims and objectives and planning our future activities.

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Juno Women's Aid's Values

Courageous

We are not fased by the challenges that come our way, we fight the cause of women suffering the trauma of domestic abuse with courage and determination.

We help women in our community who have settled here from all over the world and we provide services that are sympathetic to the needs associated with their diversity.

Diverse

Resourceful and Relentless

We never give up, we persevere and always do everything we can to find solutions in the most difficult of circumstances, we are committed to the women we help.

We are specialists in our field, we are a charity run by women for women. We are knowledgeable, focused and committed to our cause.

Expert

Compassionate

We shelter, we protect, we nurture, with empathy and compassion.

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Our Strategic Aims 2022-23:

1.We will provide specialist services for women, children and teenagers experiencing domestic abuse.

2. We will deliver our services in an inclusive way by recognising the specific experiences of different groups of women and children who are living with, have experienced domestic violence and abuse.

3. We will offer services to children and teenagers that are on a par with our work with women survivors.

4. We will manage change effectively and with wellbeing in mind develop an organisation and staff who work flexibly.

5. We will ensure that Juno Women's Aid proactively seeks the resources it needs to deliver its mission, aims and key objectives effectively.

6. We will be a leader in delivering domestic violence services, raising awareness of domestic abuse and the diverse needs of survivors locally, regionally and nationally.

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Our Strategies

Fundraising, Communications and Marketing

Juno Women's Aid strives to build and maintain strong relationships and maintain a work profile and reputation which allows us to develop diverse income streams, giving us the confidence to continue the vital services we already provide and develop new services which meet the needs of survivors today and in the future. Our aims from 2021 to 2025 are to diversify our income streams to increase our sustainability and independence, to weave our fundraising and communications/marketing streams together so we can work cohesively and better tell our "Juno Story", and to build upon our "Juno Community" strengthening our bond with our current supporters and extending our reach to raise awareness for the work we do.

Safeguarding

Juno Women's Aid has always been committed to ensuring the safety and wellbeing of all of our service users and employees. Safeguarding strategies included providing staff with relevant and up-to-date training, creating and maintaining clear safeguarding policies in line with The Children's Act, The Care Act, and the Domestic Abuse Act, and setting long term objectives around reporting and confidence when carrying out assessments. The joint Board of Trustee/Staff Safeguarding Sub Group oversees the *quality* of this work. Juno Women's Aid is subject to regular Safeguarding quality reviews by commissioners. Juno Women's Aid received the SafeLives Leading Lights Accreditation in November 2022. The accreditation is a mark of quality that offers services, partner agencies and commissioners a set of standards for supporting victims of domestic violence and abuse. As part of the standards Juno's safeguarding policies and procedures for Adults and Children were assessed.

Human Resources, Staff Welfare and Volunteers

Our organisation is dedicated to improving the welfare, productivity and expertise of our staff. With this in mind, we provide training to all of our staff including accredited courses such as DAPA and IDVA accredited and certified courses. Our corporate induction programme for new staff has been developed and continues to be a success. The induction programme includes training around Juno Women's Aid as an organisation, domestic abuse and supporting survivors, needs led model (Change that Lasts), as well as quality, monitoring and performance, and general health and safety.

The HR strategy and action plan is now in place and the HR Senior Officer (whom is a member of the Board of Trustees) meets with HR regularly to measure performance against the action plan and strategy. In response to staff feedback, in 2022-23 we continue to work with academics and students from Nottingham Trent University to develop an internal staff wellbeing strategy. Following many months of consultation with staff and managers, the policy is due to be published in summer 2023. Staff turnover equated to 35% over the year. We have recruited 4 temporary agency staff of which 50% transferred to direct employment with Juno Women's Aid.

continued...)

Juno is committed to empowering staff growth and developing their knowledge, skills and capabilities to drive improved performance. We have developed an organisational-wide learning and development plan as part of the work to implement Juno's HR Strategy and Action Plan 2022-27, which details staff development and training activities. As part of this drive for organisational development, we have invested in increasing the number of staff enrolled on domestic abuse sector professional qualification training. We put 8 members of staff through formal accredited training (DAPA, IDVA and Service Manager) on top of the internal training and non-accredited training staff attended. Six employees have also been promoted internally.

Juno is committed to ensuring that the women who work and volunteer with us receive an exceptional experience. This year we have developed an interim volunteer strategy along with clear pathways and processes for volunteers. We have trained 4 volunteers in the last year with one of them being placed in employment with Juno. Volunteers have been integral to Juno Women's Aid work and we recognise that together we can be more effective in all that we do. We want volunteers to get the most out of their experience and are committed to making volunteering inclusive, meaningful and impactful.

Equality, Diversity and Inclusion

Juno Women's Aid has a zero tolerance approach to all forms of unlawful discrimination. We are fully committed to embedding equality, diversity and inclusion (EDI) in all our policies and activities as an employer, a service provider and a procurer of contracts and services.

'All Women Matter' sets out Juno Women's Aid's Vision, Commitment and Approach towards Equality, Diversity and Inclusion over the next five years. Driving real change requires long-term commitment and that all of us push beyond comfortable boundaries. We must begin the journey examining our own culture and talent practices, but we cannot be content to stop there. We must use our voice and work with others to advocate for change. Juno Women's Aid's vision is of a world where women, young people and children live their lives free from domestic and sexual abuse and violence. We believe that the principles of equality, diversity and inclusion are integral to this and the services we provide.

Our Plan for the Future

Juno Women's Aid is committed to adapting their strategic priorities to meet the changing needs of their service users. Our work with women, children and young people whose lives have been impacted by DVA tells us that prevention and recovery are not two ends of a continuum, rather they are a cycle. By offering trauma informed support we can help survivors begin the journey to safety and recovery.

Continued...)

Over the next five years, Juno WA is committed to learning from our current models of working, listening to what survivors want and need, working with our partners across all sectors and creating lasting change for survivors. Our ambition is to support survivors to move forward and live independent, autonomous lives.

As we have grown as an organisation we have become more visionary and entrepreneurial about what we want to do to support survivors of DVA. Juno WA is proud of its values-based leadership and culture. We are a business and a charity. Over the past few years we have developed our links with private sector partners. During this time we have learned a great deal in relation to shifting our mind-set and focus on being a values-based business.

We want to ensure we leverage some of what the private sector does to move forwards at the same time as remaining true to our values and principles. We are working closely with the organisation Pilotlight to develop the way forward over the next 5 years'.

During 2021-22 Juno Women's Aid has had to review and expand much infrastructure to manage an organisation that is nearly 40% larger than it was. This continued in 2022-23 and included reviews of software, ways of working and an office move to accommodate all staff in one building and provide adequate desks and meeting rooms

Our Quality Assurance

Juno Women's Aid has a quality assurance framework in place which underpins all of our activities. We are strongly committed to reflective practice and the process of continuous improvement. We consider ourselves to be a learning organisation and seek to contribute to the local and national evidence base of the effectiveness of our services to survivors. In February 2020, Juno Women's Aid's Board established a Quality Assurance Sub Group. This sub group ensures the organisation meets its obligations in line with our Quality Assurance Policy, learning from serious case reviews and domestic homicide reviews and with the sector quality standards. The sub group is led by Trustee Helen Jebb.

We are accredited to Women's Aid England (WAE) National Quality Standards and Safe Lives Leading Lights. We believe that these two quality marks demonstrate the high quality of services Juno Women's Aid provides, increasing survivor and partner agency confidence in the work we do. In 2021-22 we increased our benchmarking activities in preparation for Quality visits in 2022 from both Safe Lives and WAE. We were successfully re-accredited by Safe Lives Leading Lights in November 2022 and are undergoing WAE re-accreditation in early 2023-24. We will be looking to achieve additional accreditations for specific services in the coming years in our drive for continuous improvements and to ensure Jun WA is a best practice model in all we deliver.

Thanks to our Supporters

Thank you to our 20 regular donors

Your regular income allows us to offer immediate urgent crises support where no other services are available.

Thank you to the following organisations for donations:

Anglia Giving Ltd
Amazon Europe Core
St Andrew's Church
Bravissimo (Nottm Store),
The Byron Club
Canarvon Chapter
Hazz Promotions
Helix House Orthodontists
Jigsaw. (Nottm Store)
NEU Nottingham
Nottingham Pregnancy Crises Centre
Ruddington WI
Sueno Events Ltd
Top House, Bulwell & Darts Team

Thank you

To those who gave anonymously or whist shopping using Give as You Live. Also to those companies who give their work for free or at cost.

The Following Amazing Individuals have organised fundraising events for us from Marathon Runs to Sponsored Swims, Darts Competitions and Xmas Markets

◆Andrew M ◆ Andrew W ◆ Chrissy ◆ Demi ◆ Dylan ◆ Izzy ◆ John ◆ Lynn ◆ Maria ◆ Matt ◆ Paul G ◆ Sal ◆ Sarah W ◆Tracy ◆ Vicki

We had significant one off donations from the following brilliant people:

◆Bruce ◆ Richard, ◆Andy,

Thankyou to anyone who donated in any way.

Thank you New Look

Stores in the Nottingham Region have been raising money for Juno since January 2022, the amount raised has allowed us to retain extra staff in the Helpline. Juno was delighted to hear we were again the regions chosen charity for 2023.

Thank you to Organisations who supply vouchers, tickets and items we pass straight to our families

Alliance Painting Ltd, The Arches, Juno Trustees, Nottingham Playhouse NET Trams, Nottingham City Transport, Nottingham Women's Centre, Operation Orphan, Rail to Refuge, RISHNI Fund, Sharewear.

Thank you to Tara's Angels

Tara's Angels have consistently supported the families we work with supplying what people need as they flee and set up a new life.

Sincere Condolences

And Thanks to the friends and families of Ms Baxter, Mrs Harrison, Stacy, Christine, and Joan for donations in their memory.

Thank you to Organisations Working with us in a variety of ways in 2023:

Bridge F61, Campbell Clinic Dentists, Cartwright Communications, Coutts Bank, CPMG, Equifax, Experian, Fresh, Helix House Orthodontists, Leonard Design, Marcini Curran Architects, New Look, Nottingham College, Paige Kirk Accountants, Studio Egret West, Sueno Events, TBAC, The Island Quarter 1

Meet our Leadership Team

Board of Trustees 2022-23

HELEN JEBB

Co-Chair Board of Trustees to January 2023 Continues as BT member

LEE HARRISON

Former Co-Chair Board of Trustees

SUE TONGUE

Treasurer

LUCIA SWIFT

HR Subcommittee Head

ANNA HARRY

Fundraising subcommittee Head

LIZ REID

Board of Trustees Administrator

SUE GREGORY

Co-Chair Board of Trustees from 1st April 2022

PAULINE DUNKWU

EDI Subcommittee Head

Trustees:

BOPINDERJIT DHILLON

CHANTAL LEE

SHAKEERA CHOKIA

WENDY HENDERSON

Thanks and Best Wishes to Trustees who left during 2022-23: Sonia Long (left July 2022), Sharon Squires (left April 2023)

Meet our Leadership Team

Senior Leadership Team 2022-23

YASMIN REHMAN

Chief Executive Officer

PAULA CLARKE

Deputy CEO Head of Service for Children, Teens and Young People

SAM BENNETT

Head of Quality and Performance

KIM CLARKE

Head of Accommodation Services

CARLY MASON

Head of Human Resources

DEBBIE DENNING

Head of Service for County and Pets

KATHERINE ONION

Head of Finance and Business Support

KRISHNA IFTIKHAR

Head of Service City and Helpline

VAL WILLIAMS

Special Projects Manager

Company Information

Juno Women's Aid
(A company limited by guarantee and not having a share capital)

Company Information

Company number:	4305710 (limited by guarantee)
Registered charity number:	1094012
Trustee/Directors:	Helen Jebb (Co-chair until Jan 2023) Sue Gregory Co-chair (from April 2022) Sue Tongue Treasurer Lucia Swift Lee Harrison Bopinderjit Dhillon Pauline Dunkwu Anna Harry Chantal Lee Sonia Long (left March 2023) Shakeera Chokia (left July 2022) Sharon Squires (July-2022 Left April 2023. Co Chair Jan-April 2023) Wendy Henderson
Key management personnel:	Chief Executive Officer: Yasmin Rehman Head of Finance/Business Support: Katherine Onion Deputy CEO: Paula Clarke Heads of Service: Sam Bennett Kim Clarke Debbie Denning Krishna Iftikhar Carly Mason Val Williams

Company Information

Registered Offices and Operational Address As of 1st June 2022	Suites 1,8 &9 Heathcote Building Heathcoat Street Nottingham NG1 3AA
Statutory Auditors	Roger Spencer Chartered Accountants Newstead House Pelham Road Nottingham NG5 1AP
Bankers	Lloyds Bank 12-16 Lower Parliament Street Nottingham NG1 3DA
Investment Advisors	St James's Place 1 Tetbury Road Cirencester Gloucestershire GL7 1FP
	Handlesbanken Wealth Management 77 Mount Ephraim Kent TN4 8BS

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Structure, Governance and Management

Juno Women's Aid is a charitable company limited by guarantee, incorporated on 15th October 2001 and registered as a charity in 2002. The company was established under a Memorandum of Association (amended 4th August 2022) which establishes the objects and powers of the charitable company and is governed under its Articles of Association. Articles were amended during 2022-23 to reflect the changing size and functions of Juno.

The Directors (Members) of the company are also charity Trustees for the purposes of charity law. Trustees are elected appointed to serve for a period of three years after which can be re-appointed. A trustee can serve for a maximum of three terms (9 years).

The BoT is responsible for overseeing the strategic direction and policy of the charity and delegates the responsibility for the day to day operation to the Chief Executive Officer (CEO). The Co-chairs carry out monthly supervisions with the CEO.

The BoT meets regularly throughout the year. The BoT receives written performance and themed reports and proposals from the CEO and Senior Leadership Team (SLT) to ensure decision-making is evidence and risk based as well as costed. Trustees also undertake in-depth strategic work in a number of Sub committees which meet regularly and report to the board.

These groups are:

- Finance Subcommittee (Head of Finance (Chair), Treasurer, a 2nd BoT member and CEO)
- Human Resources Subcommittee (Trustee (Chair) Head of HR , CEO and 1 more Trustee)
- Fundraising and Communications Subcommittee (Trustee (Chair), Communications Officer, CEO and another Trustee)
- Quality Assurance Subcommittee (BoT Co-chair and Head of Quality, Compliance and Performance (Co-Chair) CEO, representatives from operational Heads of Service and Team Managers, and 1 more Trustee)
- Safeguarding Subcommittee (Head of City Services and the BoT Co-chair (Chair), Membership all operational managers) This became an operational group with BOT link rather than a BOT sub group early in the year.
- Equality, Diversity and Inclusivity Subcommittee (Chaired by the CEO, Head of Human Resources and 2 Trustees)

The CEO and SLT ensure that Juno Women's Aid delivers high quality services, meets contractual obligations and conditions of grant aid and provides safe and secure conditions of employment and placement for the staff and volunteer team including supervision, support and continuous development of their skills and knowledge.

In 2022-23 an Executive Team was created made up of CEO, Deputy CEO, Heads of Finance and Business Support, HR and Quality. Senior Leadership Team (SLT) made up of operational heads of service is chaired and led by the Deputy CEO. The Executive team and SLT meet at least monthly. Team Leaders are responsible for the running of day to day activities with their staff teams delivering services to women, teenagers (young people) and children living in the community and our refuge accommodation. Full Management Team Meetings are held bi-monthly. The activities of the organisation are supported by a core team which provides administrative, business, communications, finance, human resources and performance information.

Recruitment of Trustees and Training

Juno Women's Aid recruits women to the BoT who have skills, knowledge and commitment to take overall responsibility for the organisation.

All prospective trustees receive information about Juno Women's Aid, the range of services it provides and it's values and ethos. Prospective trustees meet with one of the Co-chairs and the CEO. On appointment, new trustees are provided with an induction pack which contains:

- the obligations of the BoT
- the legal framework of the charity including the Memorandum and Articles of Association
- the current financial position as set out in the latest published accounts
- Relevant strategic plans.

New trustees are able to access training in areas such as governance, human resources, financial management, and domestic abuse including courses provided by Equation, Nottingham Community and Voluntary Services and Community Accounting Plus. Trustees are invited to meet with services provided by Juno Women's Aid in order to familiarise themselves with the charity, the various projects and the context within which they operate.

A skills audit is conducted biannually and any gaps identified are met through targeted recruitment, training and guidance from the CEO and other members of the BoT. The Board seeks to ensure that trustees have sufficient skills, knowledge and experience required to run a medium sized charity.

Arrangements for setting pay and remuneration of key management personnel

Juno Women's Aid aligns all salaries and job descriptions against the National Joint Council (NJC) pay scale . Trustees review the pay scale annually in October. Historically if and when the NJC has agreed an inflationary increase for that financial year the Trustees decide whether to adopt this, and if they do, will adopt it from October (not back dated to April).

In 2022 the national pay agreement far exceeded the budgeted monies and the decision was taken remove the link to the NJC and to award staff a 3% pay rise from 1st October (1% more than budgeted to reflect the impact on inflation on wage value) plus to make a 1 off cost of living payment to all staff of £150 in February 2023. In light of increased fuel costs a review of mileage allowances was also undertaken in early 2022 and the rate raised to 45p per mile.

Risk Management

The BoT actively and routinely reviews all major risks to which the charity is exposed and these are documented in a risk register. The register details risks, their assessment, controls in place, net risks, responsibilities and review process. Areas of risk included are governance, operations, finance, human resources, external environment, legal and regulatory, reputation, disaster recovery, and planning. The plan includes events that are unlikely but would have very high impact were they to occur as well as an organisational risk register, risk management plans are put in place for new contracts and current key risks are reported by the CEO at each meeting of the BoT. The Board is very aware of the dynamic nature of risk in the environment in which we operate. Due to internal changes with one of key funders, cashflow became a key risk during 2022-23 had to be managed on a weekly if not daily basis throughout 2022-23. Apologies have been received and the funder is working to resolve the issues (for which Juno holds no blame or responsibility). Financial recompense is being sought for the impact and the situation continues to be monitored closely.

Related Parties

Juno Women's Aid is a full member of Women's Aid Federation of England, the End Violence Against Women Coalition, Women's Resource Centre and The Helpline Partnership.

Financial Review

The charity's total income for 2022-23 amounted to £3,158,765 (2021-2022: £2,800,331). Its assets are available and adequate to fulfil its obligations. Total expenditure amounted to £3,144,578 (2021-2022: £2,933,914). The net incoming resources for the year after unrealised gains/losses amounted to £14,187. This figure includes a proportion of capitalised planned one off expenditure noted in designated funds of an office move and establishment of a new accommodation property. A loss on investment of £-46,125 means an overall final figure of £-31,938.

The total reserves at 31st March 2023 amount to £1,274,339- , of which £0.00 - is allocated to restricted funds leaving £1,274,339 - retained as total unrestricted funds, which included designated funds of £745,415.

Free reserves at 31st March 2022 were £382,656 (2021 £328,231) , which are made up of general unrestricted funds less tangible assets.

Principal Funding Sources

Juno Women's Aid has continued to receive funds from a wide range of sources and a summary of our principle sources is laid out below:

Nottingham City Council (CDP)	**£1,706,680**
Nottingham City Council	**£83,154**
Nottinghamshire County Council	**£1,029,407**
Nottinghamshire Police and Crime Commissioner	**£54,621**
Grants: Notts Community Foundation, Garfield Weston, And Oak Foundation - total	**£ 105,000**

Reserves Policy

The BoT has examined the charities requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds, not committed, should equate to 3-6 months projected expenditure. At that level the charity should, in the event of decline in funding, be able to continue all activities until funding is replaced or activities altered. Money from reserves has been designated for development work which has not been possible in previous years.

A level of core activities is funded from unrestricted reserves.

Current reserves are £1,274,339 which equates to approximately 5 months project expenditure. This includes £745,415 - which has been designated for specific items of expenditure.

Investment Policy

Under the terms of the memorandum and articles of association, the charity may invest monies of Juno Women's Aid not immediately required for it's own purposes. Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long term investment. Having considered the option available, the BoT decided to invest the amount that it has available in unit trusts managed by St James's Place Wealth Management and Handelsbanken. The performance of the unit trusts account has shown an loss of £46,125 during this financial year. This is as a result of the UK wide performance of the stock markets from August 2022. Both funds are recovering they had not attained pre August 2022 levels by 31st March 2023 however.

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustee's annual report for financial statements in accordance with applicable law and United Kingdom Accounting Standards (UKGAAP).

Company law requires the BoT to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources including income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Observe the methods and principles in the Charities SORP
- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue business
- State whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware at the time of approving our trustees annual report.

- There is no relevant audit information which the company's auditors are unaware; and the trustees have taken all the steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report is prepared in accordance with the Charities SORP (FRS 102) (effective 1 January 2020) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies as well as compliant with the Charities Commission and Companies House.

This report was approved by the Board of Trustees on 5/10/23 (date) and signed on its behalf by:

S. E. Gregory

Sue Gregory – Co-Chair Trustees

Section B
Independent Auditor's Report:

for year ending 31st March 2023

JUNO WOMEN'S AID
INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF JUNO WOMEN'S AID

Opinion

We have audited the financial statements of Juno Women's Aid (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report incorporating the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-comp iance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with trustees and other management, and from our know edge and experience of the charity sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, taxation, legisiation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting relevant correspondence; and
- Identified laws and regulations were communicated within the audit team regulary and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibi ity of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- Understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions,

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deiberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

M. Bailey

Melvin Bailey FCCA DChA (Senior statutory auditor)
for and on behalf of Rogers Spencer

5/10/23

Chartered Accountants
Statutory Auditor

Newstead House
Pelham Road
Nottingham
NG5 1AP

Rogers Spencer is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

JUNO WOMEN'S AID
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	88,355	-	88,355	11,147	-	11,147
Charitable activities	4	2,907,071	163,273	3,070,344	2,665,376	123,773	2,789,149
Investments	5	66	-	66	35	-	35
Total income		2,995,492	163,273	3,158,765	2,676,558	123,773	2,800,331
Expenditure on:							
Charitable activities	6	2,981,305	163,273	3,144,578	2,778,683	155,231	2,933,914
Net gains/(losses) on investments	10	(46,125)	-	(46,125)	30,068	-	30,068
Net outgoing resources before transfers		(31,938)	-	(31,938)	(72,057)	(31,458)	(103,515)
Gross transfers between funds		28,059	(28,059)	-	(13,364)	13,364	-
Net movement in funds		(3,879)	(28,059)	(31,938)	(85,421)	(18,094)	(103,515)
Fund balances at 1 April 2022		1,278,218	28,059	1,306,277	1,363,639	46,153	1,409,792
Fund balances at 31 March 2023		1,274,339	-	1,274,339	1,278,218	28,059	1,306,277

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

JUNO WOMEN'S AID
BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	13		146,268		157,954
Investments	12		612,328		858,453
			758,596		1,016,407
Current assets					
Debtors	14	389,184		85,071	
Cash at bank and in hand		443,809		691,489	
		832,993		776,560	
Creditors: amounts falling due within one year	15	(317,250)		(486,690)	
Net current assets			515,743		289,870
Total assets less current liabilities			1,274,339		1,306,277
Income funds					
Restricted funds	18		-		28,059
Unrestricted funds					
Designated funds	19	745,415		792,033	
General unrestricted funds		528,924		486,185	
			1,274,339		1,278,218
			1,274,339		1,306,277

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 5/10/23

SE Tongue

SUSAN ELIZABETH TONGUE

Trustee

Company registration number 04305710

JUNO WOMEN'S AID
STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	22		(403,623)		62,545
Investing activities					
Purchase of tangible fixed assets		(44,123)		(121,597)	
Proceeds from disposal of investments		200,000		-	
Investment income received		66		35	
Net cash generated from/(used in) investing activities			155,943		(121,562)
Net decrease in cash and cash equivalents			(247,680)		(59,017)
Cash and cash equivalents at beginning of year			691,489		750,506
Cash and cash equivalents at end of year			443,809		691,489

1 Accounting policies

Charity information

Juno Women's Aid is a private company limited by guarantee incorporated in England and Wales. The registered office is .

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1 **Accounting policies** **(Continued)**

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	33% Straight Line
Fixtures and fittings	20% Straight Line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and gifts	88,355	11,147

3	Donations and legacies		(Continued)
	Donations and gifts		
	Various donations < £10k	18,328	7,231
	Gift Aid	5,309	3,916
	New Look	39,718	-
	Anonymous legacy	25,000	-
		88,355	11,147

4	Charitable activities income		
		2023	**2022**
		£	**£**
	Public funding	2,935,330	2,716,750
	Grants	105,000	43,000
	Other income	30,014	29,399
		3,070,344	2,789,149
	Analysis by fund		
	Unrestricted funds	2,907,071	2,665,376
	Restricted funds	163,273	123,773
		3,070,344	2,789,149
	Public funding		
	Nottingham City CDP	1,706,680	1,606,332
	Notts County Council	1,029,407	1,007,981
	Notts Police and Crime Commissioner	54,621	27,400
	Children in Need	-	9,003
	Nottingham City Council	83,154	26,213
	Nottingham City Homes	7,788	13,919
	Nottingham University Hospital	6,305	4,825
	Supported Housing	25,801	21,077
	NHS Nottingham City CCG	21,574	-
		2,935,330	2,716,750

The line relating to NHS Nottingham City CCG resolves an issue in the accounts for 2013/14.

5 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	66	35

6 Charitable activities expenditure

	2023 £	2022 £
Depreciation	55,809	44,356
Direct charitable	128,897	258,655
Travel	14,632	5,079
Mobile phones	30,311	24,516
Consultancy	45,833	109,591
Wages and agency costs	1,974,449	1,713,940
	2,249,931	2,156,137
Share of support costs (see note 7)	875,962	766,543
Share of governance costs (see note 7)	18,685	11,234
	3,144,578	2,933,914
Analysis by fund		
Unrestricted funds	2,981,305	2,778,683
Restricted funds	163,273	155,231
	3,144,578	2,933,914

7 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Wages and agency costs	583,412	-	583,412	553,036	-	553,036
Establishment costs	110,647	-	110,647	44,668	-	44,668
Staff training	7,436	-	7,436	37,644	-	37,644
Insurance	10,844	-	10,844	8,228	-	8,228
Legal and professional	12,824	-	12,824	6,606	-	6,606
IT support	66,431	-	66,431	72,116	-	72,116
Other admin costs	54,051	-	54,051	44,246	-	44,246
Office move costs	30,317	-	30,317	-	-	-
Audit fees	-	16,140	16,140	-	9,388	9,388
Bank charges	-	787	787	-	641	641
Trustees' expenses	-	1,699	1,699	-	69	69
Other governance costs	-	59	59	-	1,136	1,136
	875,962	18,685	894,647	766,544	11,234	777,778

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	100	89

Employment costs	2023 £	2022 £
Wages and salaries	2,306,062	1,922,081
Social security costs	192,573	159,544
Other pension costs	59,225	51,550
	2,557,860	2,133,175

Total key management personnel benefits for the year amounted to £354,745 (2022 - £277,352).

There were no employees whose annual remuneration was more than £60,000.

10 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Revaluation of investments	(46,125)	30,068

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Fixed asset investments

	Listed investments
	£
Cost or valuation	
At 1 April 2022	858,453
Valuation changes	(46,125)
Disposals	(200,000)
At 31 March 2023	612,328
Carrying amount	
At 31 March 2023	612,328
At 31 March 2022	858,453

13 Tangible fixed assets

	Leasehold improvements	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2022	-	282,413	282,413
Additions	26,951	17,172	44,123
At 31 March 2023	26,951	299,585	326,536
Depreciation and impairment			
At 1 April 2022	-	124,459	124,459
Depreciation charged in the year	8,984	46,825	55,809
At 31 March 2023	8,984	171,284	180,268
Carrying amount			
At 31 March 2023	17,967	128,301	146,268
At 31 March 2022	-	157,954	157,954

14 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Other debtors	333,215	45,865
Prepayments	55,969	39,206
	389,184	85,071

15 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Deferred income	17	91,479	40,609
Trade creditors		26,792	209,859
Other creditors		153,899	179,061
Accruals		45,080	57,161
		317,250	486,690

16 Funds received as agent

During the period under review £66,354 (2022: £nil) was received and paid out to recipients in accordance with the directions of the Commissioners.

No administration fees have ever been received in relation to this agreement and there were no balances held as agent as at the year end (2022: £nil).

17 Deferred income

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	91,479	40,609
Movements in the year:		
Deferred income at 1 April 2022	40,609	162,157
Released from previous periods	(40,609)	(162,157)
Resources deferred in the year	91,479	40,609
Deferred income at 31 March 2023	91,479	40,609

Income has been deferred from the current period into the following as the charity has received funds within the current period relating to on going charitable projects which shall be carried out in a future period.

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£	£	£	£	£
NHS Nottingham CCG	7,441	-	-	-	7,441	-	-	(7,441)	-
Probation Trust - DLNR CRC	2,337	-	-	-	2,337	-	-	(2,337)	-
NCC - Serenity	9,773	114,771	(128,749)	4,205	-	127,673	(127,673)	-	-
NCC - Change That Lasts	541	-	(9,700)	9,159	-	-	-	-	-
Young Women and Girls	-	-	-	-	-	14,217	(14,217)	-	-
Children in Need	7,780	9,002	(16,782)	-	-	-	-	-	-
Children Affected by Domestic Abuse	-	-	-	-	-	16,672	(16,672)	-	-
Community Vaccine Champions Fund	-	-	-	-	-	276	(276)	-	-
Mansfield DC - Medium Risk Worker	18,281	-	-	-	18,281	-	-	(18,281)	-
Safe Accommodation Co-Ordinator	-	-	-	-	-	3,861	(3,861)	-	-
Personal Budget- Changing Futures	-	-	-	-	-	574	(574)	-	-
	46,153	123,773	(155,231)	13,364	28,059	163,273	(163,273)	(28,059)	-

NCC - Change That Lasts
An approach that places the survivor at the heart and builds responses around her needs and the strengths and resources available to her. Developed by Women's Aid England it is a new strengths-based, needs-led approach that supports domestic abuse survivors to build resilience, and leads to independence.

NHS Nottingham CCG
Dedicated refuge accommodation providing a safe haven for services. It was agreed to transfer surplus funds to unrestricted.

Probation Trust - DLNR CRC
Support female partners of those probation supervised offenders who have been convicted of domestic violence related offences. It was agreed to transfer surplus funds to unrestricted.

NCC - Serenity
Funding of dispersed accommodation across the Ashfield area for women and their children who cannot access traditional refuge accommodation. To support victims of domestic abuse with safe accommodation.

Mansfield DC - medium risk worker
Funding for domestic violence medium risk intervention workers. It was agreed to transfer surplus funds to unrestricted.

Children in Need
To provide therapeutic support to children and young people who have witnessed domestic abuse.

Children Affected by Domestic Abuse
Home Office funding for Children affected by Domestic Abuse. Juno are delivering group work through a therapeutic programme for women and their children. The aim is to build mother and child relationships after the experience of Domestic Abuse.

Community Vaccines Champions Fund
Provision of survivor engagement work for survivors of domestic abuse including information about local vaccination services and providing the opportunity to ask about the Covid 19 vaccine. It is aimed at reaching vulnerable groups.

Safe Accommodation Co-Ordinator
Central Government funding to District Councils which is paid to Juno via the County Council. Its aim is for the four District Councils, with whom Juno are working, to gain Domestic Abuse Housing Accreditation (DAHA).

Personal Budget – Changing Futures
Central Government funding paid to Juno via the City Council as part of a wider city project to support women with complex needs. The personal budget is a fund specifically to purchase emergency items defined by the fund, which ends on 31/3/24.

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 31 March 2023	Balance at 31 March 2022
	£	£
IT Replacement Programme	53,081	47,925
Decorating and office one-off costs	12,000	10,000
Website update	10,408	6,277
Sirona Homes set up (see below)	96,990	-
Office move	10,000	16,295
Pets project	61,824	45,000
Contingency fund	253,112	295,132
Projected service loesses	150,000	231,504
Specialist consultancy	98,000	52,900
Additonal rent 5 years	-	87,000
	745,415	792,033

Juno is creating a new Charity (a C.I.O.) called Sirona Homes to take on property management for accommodation services for survivors of domestic abuse. The application is with the Charity Commission. An investment loan is in negotiation to facilitate property purchase and for Sirona to apply to become a registered social landlord (RSL). Amounts listed here are to invest in the Sirona project, funds will be repaid by Sirona once the project has reached scale and RSL status achieved. This forms part of the wider strategic plan to diversify income streams and protect core Juno services from take-over by non specialist housing providers.

20 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:						
Tangible assets	146,268	-	146,268	157,954	-	157,954
Investments	612,328	-	612,328	858,453	-	858,453
Current assets/(liabilities)	515,743	-	515,743	261,811	28,059	289,870
	1,274,339	-	1,274,339	1,278,218	28,059	1,306,277

21 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

22 Cash generated from operations	2023	2022
	£	£
Deficit for the year	(31,938)	(103,514)
Adjustments for:		
Investment income recognised in statement of financial activities	(66)	(35)
Fair value gains and losses on investments	46,125	(29,892)
Depreciation and impairment of tangible fixed assets	55,809	44,356
Movements in working capital:		
(Increase)/decrease in debtors	(304,114)	38,596
(Decrease)/increase in creditors	(220,310)	234,582
Increase/(decrease) in deferred income	50,870	(121,548)
Cash (absorbed by)/generated from operations	(403,624)	62,545

23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	60,324	11,940
Between two and five years	60,324	-
	120,648	11,940

Juno Women's Aid Headquarters
Suites 1, 8 & 9 Heathcote Buildings,
Heathcoat Street,
Nottingham,
NG1 3AA

24-hour helpline
0808 800 0340
Text relay is also available for callers who are deaf or hearing impaired. If using a telephone, prefix the helpline number by 08001. Interpretation is also available through the language line

Referrals and agency enquiries
0115 947 6490. or use our 24-hour helpline

General enquiries
0115 947 5257
enquiries@junowomensaid.org.uk

Media enquiries
communications@junowomensaid.org.uk

Fundraising enquiries
fundraising@junowomensaid.org.uk

Juno Women's Aid was formerly known as WAIS (Women's Aid Integrated Services)

JUNO WOMEN'S AID

England & Wales - Charity number 1094012

Accounts

JUNO
Women's Aid

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Strength.



1ST APRIL 2021 - 31ST MARCH 2022

ANNUAL REPORT
& Financial Statement

2021/22

What is Inside...



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JUNO Women's Aid

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YASMIN REHMAN

Chief Executive Officer

HELEN JEBB

Co-Chair Board of Trustees





LEE HARRISON

Former Co-Chair Board of Trustees

SUE GREGORY

Co-Chair Board of Trustees



Section A
Directors and Trustees Report:

for year ending 31st March 2022

JUNO Women's Aid
Safety. Support. Strength.
Annual Report and Financial Statements 2021-22
Charity No. 1094012 Company No. 4305710

Message from the CEO

It has been my privilege to lead Juno Women's Aid (Juno) through another eventful and challenging year, as the organisation continued to respond to an ever-increasing demand for our services. In 2021-22, Juno has continued to respond to national policy changes alongside a period of significant growth, internal review and embedding our service model and structure. During this time we also re-launched Juno's Volunteer Service and created a new Survivor Voices team.

On 29 April 2022, after many years of tireless work by the women's sector, the Domestic Abuse Act received Royal Assent. Juno welcomes the progressive provisions contained in the legislation including strengthened protection in the family courts, recognition of children as victims in their own right, a guarantee that survivors escaping domestic abuse will be in 'priority need' for housing, a legal duty on councils to fund support in safe accommodation, and changes to the statutory definition to include economic abuse. However, significant gaps remain, as the Act does not contain equal protection and support for migrant women. Furthermore, despite placing a statutory duty on local authorities to fund support in 'accommodation based' services it does not use the word "refuge". Juno Women's Aid will continue to campaign and work alongside our women's sector and others to deliver the changes needed to tackle domestic abuse.

In March 2021, a year after the Prime Minister imposed the first national lockdown in response to the global coronavirus pandemic, the country reached Step One in the Government's 'Roadmap' and the ending of restrictions on movement. Since restrictions were lifted, Juno Women's Aid has delivered a hybrid model of services to meet the needs of survivors as best we can in these ever-changing times. We have continued to deliver our needs-led, strengths based and risk assessed approach to supporting survivors. Our new service model, implemented on 1st April 2020, is underpinned by the principles of Change that Lasts – is being independently evaluated and the findings are due to be published in early 2023.

Juno's service model is based on evidence, learning and shows that Juno WA is a reflective, learning organisation that wishes to develop and improve its services to ensure survivors always get the best service possible. Our service model integrates risk assessed, strength based and needs led approaches to work with survivors and their children. Juno's SASS (Survivor Advocacy Support Service) workers to support women across all risk levels and throughout her journey with our organisation. Juno's CATSS (Children and Teens Support Service) workers support children and young people throughout their journey with the organisation. Juno Women's Aid SASS workers are qualified and/or working towards IDVA and DAPA standard and our CATSS workers are qualified or working towards the YPVA qualification for supporting children and young people. These are domestic violence and abuse sector professional, recognised qualifications. In 2021-22, 15 Juno SASS workers undertook the DAPA Diploma and three CATSS workers are undertaking the Safe Lives YPVA qualification. Three Team Managers successfully completed the Safe Lives Service Managers qualification.

Juno's Board of Trustees has set two-year business plans in the past. The last business plan covered the period 2018-2020. An interim strategic plan from 2020-22 is in place which has help set goals for the short, medium and longer term and ensure the ongoing viability and sustainability of the organisation whilst we address the new challenges resulting from the pandemic. Juno trustees and senior leadership team are working together to set the business plan for the coming years, as we continue to develop our services for survivors of domestic abuse in these ever changing times.

Something I am continually very heartened to find confirmed is the strong and solid partnership approach to working with women, children and young people at risk of domestic abuse across Nottingham and Nottinghamshire. As a voluntary organisation, Juno feels fortunate that local government in this region recognises the specific needs of women, children and young people in relation to domestic abuse and the duty to provide for those needs. A major focus of the past year has been the creation and launch of several new services with welcome funding from the Office of the Police and Crime Commissioner, Nottingham City and Nottinghamshire County Councils. This additional funding has helped to address issues experienced by marginalised groups such as older women, disabled women, women experiencing severe and multiple disadvantage and women from minoritised backgrounds. Juno also received funding to continue to support women through the civil and criminal court systems. Commissioners have moved to comply with their new statutory duty to provide support to children and young people in safe accommodation services, a service Juno has been funding from alternative sources for some years. By mid-July 2021, Juno was in receipt of 39% more income for 2021-22, than had been expected when budgets were set at the start of this financial year. Although very welcome, this short-term funding has had an enormous impact on existing staff and infrastructure. We have recruited and inducted many new staff in the middle of one of the most challenging recruitment environments in living memory, all whilst continuing to deliver existing services to their usual high standard.

It is testament to the dedication and commitment of Juno's staff, volunteers and trustees that we have continued to deliver vital services to women, children and young people in Nottingham and South Nottinghamshire during these incredibly challenging times. The board wish to thank all staff and volunteers for their contribution, support and commitment to tackling domestic abuse.

Finally, I want to pay tribute to the women, children and young people who used our services during this period – those who quietly called our Helpline or emailed and texted with us to get advice, those who continued to pursue our specialised recovery courses and those who were admitted to our refuges. These women are brave, they make the hardest decisions it is possible to take in order to protect their children and others, and many go on to survive and heal with dignity. We are deeply honoured that they take that chance and reach out to Juno as a partner on that journey.

Yasmin Rehman (Chief Executive Officer)



JUNO Women's Aid

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Message from our Co-Chairs

The Trustees commend this report regarding 2021-22 to you, and want to thank our CEO Yasmin, the Senior Leadership Team, all staff, volunteers, funders, donors, partners and other stakeholders for allowing us to support so many women, children and young people this year.

The Board of Trustees is responsible for the governance of Juno Women's Aid, ensuring it is effective, legally compliant and meeting its charitable objectives. We always have in mind the Purpose, Vision and Mission of Juno Women's Aid to ensure we don't lose sight of day-to-day experience. We have an excellent working relationship with Yasmin, the CEO, bringing support and challenge.

The Board receives regular reports on performance and service, in addition to risk. We have recently moved to meeting eight times a year, in addition to the AGM and other special interest meetings (premises, Covid funding, trans-women, strategic planning), to set the strategic direction of the organisation. The Board quickly adapted to remote meetings during the pandemic and have found new agile ways of working.

Specialist subcommittees have responsibilities including delegated authorities for example HR, Finance, Fundraising and Communications, Equality, Diversity and Inclusion and Quality Assurance. We are fortunate to have Trustees with specific skills, experience and areas of interest, who get involved in supporting and advising the organisation.

Trustees are supported by an induction programme, training and CPD in the role. New trustees are being actively recruited to join our diverse group and the Board is confident it is in a good place to continue to support Juno Women's Aid to reduce the harm caused by Domestic Abuse.

In March 2022 Lee Harrison stood down as Co-Chair and Sue Gregory has joined Helen Jebb as Co-Chair leading the Board.

Helen Jebb (Co-Chair of the Board of Trustees)
Lee Harrison (Former Co-Chair of the Board of Trustees)

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Who are Juno Women's Aid?

Charitable Objectives

The principle objectives and activities of the charity are to enable women, teenagers, children and pets living with domestic abuse to be safer, to leave the abusive relationship and to rebuild their lives with hope for the future.

The Board of Trustees reviews our aims, objectives and activities each year. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. This report looks at what we have achieved and the outcomes of our work throughout 2021-2022.

Our Vision

Juno Women's Aid's vision is of a world where women, teenagers and children live their lives free from domestic and sexual abuse and violence.

Our Mission

Juno Women's Aid exists to reduce the harm caused by domestic abuse. Our aim is to work to prevent domestic violence and abuse as well as providing services to meet the needs of survivors. Our work is holistic and empowering, working alongside survivors to achieve independent lives free from violence and abuse.

Our Aims

Juno Women's Aid aims to:

- Support and empower women and children and strengthen families
- Raise awareness about domestic abuse and its effects on women and children
- Challenge the taboo of silence and misperceptions about domestic abuse
- Ensure the provision of specialist services to counteract domestic violence and abuse run by women for women, young women and children.
- Change lives

Our Ways of Working

- We will always believe women and children
- We are non-judgmental
- We will hold the voice of the women and children we support at the heart of everything we do
- We are passionate about supporting women and children no matter how complex their needs
- We will actively seek to make our services accessible to the diversity of women and children living in the communities we serve
- We work closely with partner agencies to increase the safety of women and children and reduce the harm caused by domestic violence

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Our Beliefs and Ethos

We believe that:

- Domestic violence is a cause and consequence of gender inequality
- Responsibility for domestic violence always lies with the abuser
- Specialist services provided by women in safe, women-only spaces have the potential to transform the lives of women and children
- Only by working in partnership with others will we be able to protect women and children and meet their needs for support
- The diversity of our staff, volunteers and trustees makes us a stronger organisation and better able to meet the needs of women and children
- We are proud to be a feminist organisation

Our Governance

Juno Women's Aid is a company limited by guarantee and a registered charity with a diverse Board of Trustees who are both experienced and new to Juno Women's Aid. The Board has continued to meet throughout the Covid-19 pandemic and be actively involved in governance and scrutiny.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Public Benefit

The trustees have referred to the guidance contained in the Charity Commissioner's general guidance on public benefit when reviewing our aims and objectives and planning our future activities.

Juno Women's Aid's Values

Courageous

We are not fazed by the challenges that come our way, we fight the cause of women suffering the trauma of domestic abuse with courage and determination.

Diverse

We help women in our community who have settled here from all over the world and we provide services that are sympathetic to the needs associated with their diversity.

Resourceful and Relentless

We never give up, we persevere and always do everything we can to find solutions in the most difficult of circumstances, we are committed to the women we help.

Expert

We are specialists in our field, we are a charity run by women for women. We are knowledgeable, focused and committed to our cause.

Compassionate

We shelter, we protect, we nurture, with empathy and compassion.

JUNO Women's Aid

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Our Strategic Aims:

1.We will provide specialist services for women, children and teenagers experiencing domestic abuse.

2. We will deliver our services in an inclusive way by recognising the specific experiences of different groups of women and children who are living with, have experienced domestic violence and abuse.

3. We will offer services to children and teenagers that are on a par with our work with women survivors.

4. We will manage change effectively and with wellbeing in mind develop an organisation and staff who work flexibly.

5. We will ensure that Juno Women's Aid proactively seeks the resources it needs to deliver its mission, aims and key objectives effectively.

6. We will be a leader in delivering domestic violence services, raising awareness of domestic abuse and the diverse needs of survivors locally, regionally and nationally.

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Our Strategies

Fundraising, Communications and Marketing

Juno Women's Aid strives to build and maintain strong relationships and maintain a work profile and reputation which allows us to develop diverse income streams, giving us the confidence to continue the vital services we already provide and develop new services which meet the needs of survivors today and in the future. Our aims from 2021 to 2025 are to diversify our income streams to increase our sustainability and independence, to weave our fundraising and communications/marketing streams together so we can work cohesively and better tell our "Juno Story", and to build upon our "Juno Community" strengthening our bond with our current supporters and extending our reach to raise awareness for the work we do. The BOT Sub Group overseeing these areas completed both Communication and Fundraising Strategies Autumn 2021..

Safeguarding

Juno Women's Aid has always been committed to ensuring the safety and wellbeing of all of our service users and employees. Safeguarding strategies included providing staff with relevant and up-to-date training, creating and maintaining clear safeguarding policies in line with The Children's Act, The Care Act, and the Domestic Abuse Act, and setting long term objectives around reporting and confidence when carrying out assessments. The joint Board of Trustee/Staff Safeguarding Sub Group oversees the quality of this work. Juno Women's Aid is subject to regular Safeguarding quality reviews by commissioners.

Human Resources, Staff Welfare and Volunteers

Our organisation is dedicated to improving the welfare, productivity and expertise of our staff. With this in mind, we provide training to all of our staff including accredited courses such as DAPA and IDVA accredited and certified courses. 2021-22 saw the roll out of a core 2 week induction training programme for all new members of staff, prior to their local induction. This proved critical in terms of manager capacity and quality control when managing a 40% increase in staff numbers. The programme includes training around Juno Women's Aid as an organisation, domestic abuse and supporting survivors, needs led model (Change that Lasts), as well as quality, monitoring and performance, and general health and safety. Work took place to move toward establishing an HR and EDI (Equality, Diversity and Inclusion) strategy, action plan and working group with the HR strategy completed by the end of the year. In response to staff feedback, in 2022-23 we will be working with academics and students from Nottingham Trent University to develop an internal staff wellbeing strategy. Staff turnover equated to 26.6% over the year. We also recruited 14 temporary agency staff of whom 50% transferred to direct employment with Juno Women's Aid. We put 28 members of staff through formal accredited training (DAPA, IDVA and Service Manager) on top of the internal training and non-accredited training staff attended. Despite challenges caused by the Covid-19 pandemic, we also recruited and trained 11 volunteers.

Equality, Diversity and Inclusion

Juno Women's Aid has a zero tolerance approach to all forms of unlawful discrimination. We are fully committed to embedding equality, diversity and inclusion (EDI) in all our policies and activities as an employer, a service provider and a procurer of contracts and services.

'All Women Matter' sets out Juno Women's Aid's Vision, Commitment and Approach towards Equality, Diversity and Inclusion over the next five years. Driving real change requires long-term commitment and that all of us push beyond comfortable boundaries. We must begin the journey examining our own culture and talent practices, but we cannot be content to stop there. We must use our voice and work with others to advocate for change. Juno Women's Aid's vision is of a world where women, young people and children live their lives free from domestic and sexual abuse and violence. We believe that the principles of equality, diversity and inclusion are integral to this and the services we provide.

Our Plan for the Future

Juno Women's Aid is committed to adapting their strategic priorities to meet the changing needs of their service users. In early 2022 Juno Women's Aid was successful in being selected for receiving 10 months of consultancy from the PilotLight 360 programme. A group of experienced business experts across a range of industries, will be supporting Juno Women's Aid to review its' current strategic position and develop a new strategic plan with priorities for the next 3 - 5 years. This strategy will be completed in time for the next financial year (2023-24).

During 2021-22 Juno Women's Aid has had to review and expand much infrastructure to manage an organistion that is nearly 40% larger than it was. This will continue in 2022-23 and includes reviews of software, office space and staffing. The growth seen in 2021-22 meant less time than usual could be devoted to seeking alternate funding, in 2022-23 this will resume with a focus on funding against core costs to reduce draws on reserves where funding for services does not cover costs and for work for which we do not have contracts.

Our Quality Assurance

Juno Women's Aid has a quality assurance framework in place which underpins all of our activities. We are strongly committed to reflective practice and the process of continuous improvement. We consider ourselves to be a learning organisation and seek to contribute to the local and national evidence base of the effectiveness of our services to survivors. In February 2020, Juno Women's Aid's Board established a Quality Assurance Sub Group. This sub group ensures the organisation meets its obligations in line with our Quality Assurance Policy, learning from serious case reviews and domestic homicide reviews and with the sector quality standards. The sub group is led by Co-Chair of the Board, Helen Jebb.

We are accredited to Women's Aid England (WAE) National Quality Standards and Safe Lives Leading Lights. We believe that these two quality marks demonstrate the high quality of services Juno Women's Aid provides, increasing survivor and partner agency confidence in the work we do. In 2021-22 we increased our benchmarking activities in preparation for Quality visits in 2022 from both Safe Lives and WAE.

In 2020-21 we undertook some major reviews of: the Helpline, policies and procedures in our accommodation services and Domestic Homicides Reviews for the last 10 years in our region. These reports have been shared with stakeholders as appropriate and will feed into our service delivery and the strategic plan.

The Impact of Covid 19 on Juno Women's Aid

The Covid-19 global pandemic. continues to have a significant impact on the domestic violence sector. On 29th April 2021, the Domestic Abuse Bill was signed into law, followed a year later by publication of the Government's Domestic Abuse Plan alongside the National Statement of Expectations on Violence against Women and Girls. Both areas have resulted in an increase in short term funding for the sector and for Juno Women's Aid. Whilst welcomed, they have posed logistical challenges to implement new services at short notice and during a national recruitment crisis.

As in 2020-21 Juno Women's Aid experienced a surge in demand every time restrictions eased. Hybrid working for Juno Women's Aid and partners was more established in 2021-22. Responding to the health and safety needs of staff continued to be a priority, keeping staff informed and encouraged or required to follow service appropriate regimes for testing and social distancing. Staff were encouraged to take early opportunities for vaccination and staff assisted service users to access vaccinations, testing and other advice., Following strict health and safety rules in offices to reduce staff being absent with Covid or any other infection helped manage staff levels . Weekly monitoring by commissioners on critical services continued throughout 2021-22. Juno Women's Aid experienced delays caused by the impact of Covid on partner agencies for instance in relation to accommodation availability meaning families were unable to move on from temporary accommodation..

The impact of Covid

"At the beginning [of Lockdown in March] staff wasn't available as much, cos they couldn't come in, we could've done with a bit more support - needed face to face - but we couldn't do that.

I kept in touch with my middle son [on the phone] he was wonderful. A lot of women didn't have that, to be on your own is horrendous, you feel as if you don't want to be here anymore, no one is helping you. There was nothing whatsoever." - Liz

"Mentally, I feel low and depressed, sometimes I want to go outside but I can't because of Covid, she (daughter - 1 ½) touches everything, I feel unsafe for her, if I put hand sanitiser on she just sucks it.

I also worry for my daughter, as she is with me all the time, I was happy when I did the course [Freedom Program] as she could get used to other people [in the creche]. She was looking at other babies and getting used to others, now she starts crying at other people."
- Fatima

19 on survivors

"Not being able to do the celebrations like we do in the communal room has been hard, not celebrating Diwali was really tough on the women. Sharing food, sharing stories, we've lost all of those special moments.

Supporting children is impossible over the phone, the women and the children don't have lavish technology.

Between the months of April and September there was nowhere outside for the children to play. We are now getting fencing put up but during that time, our children needed to be able to play outside, but couldn't because there was no fencing. We need equipment and outside games so the children can play on the doorstep, [especially] if the women are too scared to let their children go to the park.

We had a woman who doesn't speak English with three kids at home no support till September [when we managed to get her children in school]. It was tough."
- Keira

"The children have fallen through the cracks, lockdown happened, so they didn't have a new school, no school work, or engagement, nothing to keep motivating them. They became very anxious. " - Huda

"I haven't seen my grandad [since before Lockdown] so this for us isn't even lockdown. Everyone is like us now; we were already in a pandemic."
- Pete (13 year old boy)

JUNO Women's Aid

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Our Impact 2021-22

Activities and Achievements against Objectives for 2021-22

Data Sources unless otherwise mentioned are from Juno Women's Aid

Where percentages do not add up to 100, please assume the residual percentage reflects data not obtained for those cases.

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Our Impact

We have supported **2095 Women** and **360 Children and Young People** through our group services

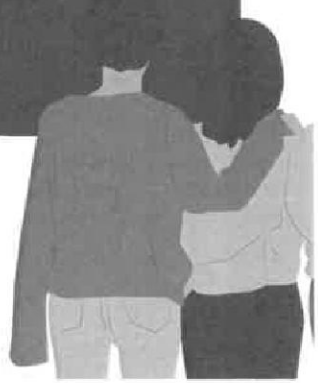
Our **helpline received 17,320 calls** from across Nottingham, Nottinghamshire, East Midlands and Nationally

We supported **40 women** and **74 children and young people** in our refuges and move on accommodation.

We work with **over 30 partner agencies** and organisations across Nottingham and Nottinghamshire.

We worked with **34 young people** experiencing abuse in **their own intimate relationships.**

We supported **96 women** with **no access to public recourse**.

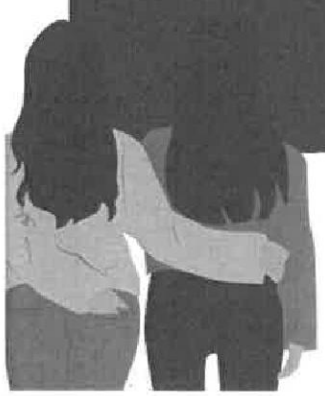


this Year...

42% of survivors achieved an **accommodation outcome and 73% of survivors felt safer** after receiving our service(s)

49 Pets were fostered including dogs, cats, small animals and reptiles by Juno Women's Aid's **48 foster carers**

We have supported **407 survivors** through our courts services.



Messages from our Survivors

"Juno gave my daughter the understanding of what is acceptable in a relationship and what is not. Juno gave me a voice and empowered me as a woman"

"If I didn't receive the help from womens aid back in 2017 I would of been dead, if I didn't receive the help off women's aid again recently my ex would of manipulated his way back into my life and destroyed everything I have including myself."

"thank you for understanding me when nobody else was, thank you for encouraging me to do what's right for my own health and wellbeing"

JUNO Women's Aid

Safety. Support. Strength.

Annual Report and Financial Statements 2021-22
Charity No. 1094012 Company No. 4305710

Support in Nottingham and Nottinghamshire South

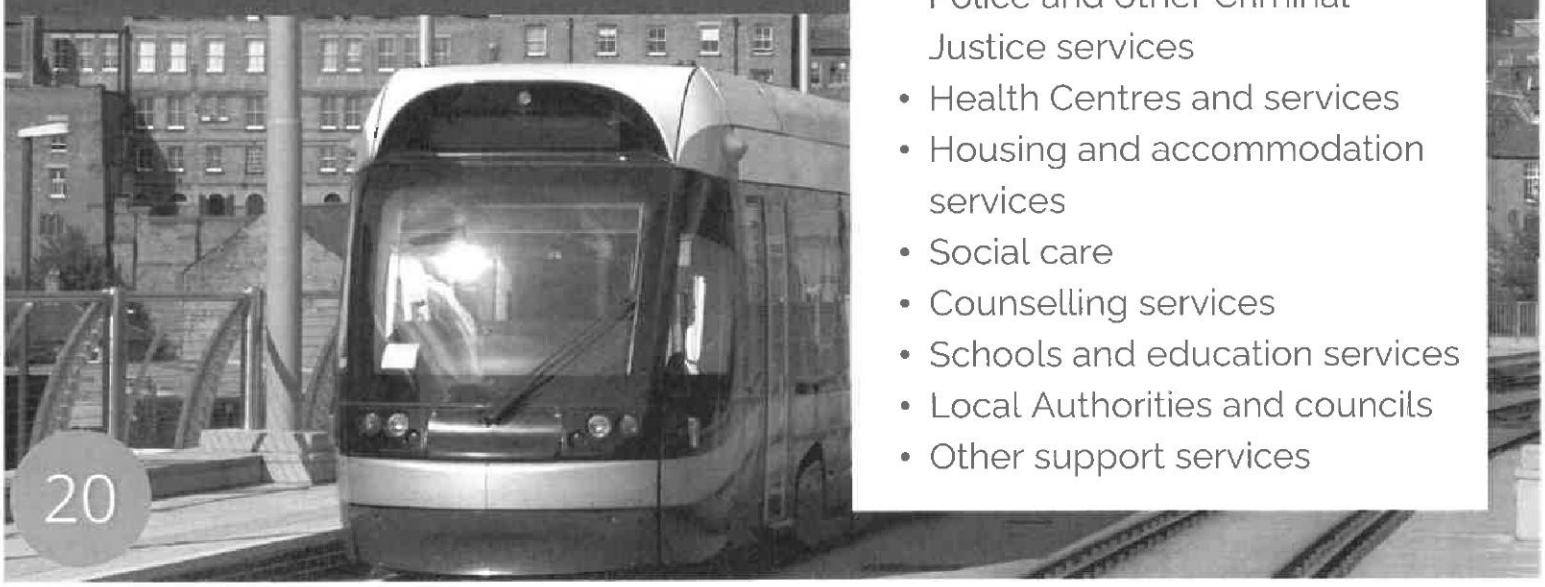
We delivered support to women, children and young people throughout Nottingham and Nottinghamshire South. Most services are 'commissioned' by local authorities and the Police and Crime Commissioner and differences are a result of analysis of need and impact for the different areas by those commissioners. Some services are subsidised by Juno Women's Aid and some are funded entirely by Juno Women's Aid from donations and other grants.

Some of our services like our 24/7 helpline cover even further afield, responding to calls all across Nottinghamshire. No caller is turned away and calls come from other parts of the East Midlands as well as nationally.

To find out what support we offer in your area, please look at our map.

Examples of the organisations we work with and take referrals from:

- GPs and Medical Centres
- Community centers and projects
- VAWG (Violence Against Women and Girls) Sector organisations
- Children and young peoples groups
- Courts
- Young offenders, Probation, Police and other Criminal Justice services
- Health Centres and services
- Housing and accommodation services
- Social care
- Counselling services
- Schools and education services
- Local Authorities and councils
- Other support services



Nottinghamshire South **consists of: Rushcliffe, Gedling, Broxtowe and Ashfield.**

Our **Helpline** covers all of **Nottingham and Nottinghamshire** providing support **24/7**, **365 days a year!**

Juno Women's Aid Headquarters can be found in the Lace Market in **Heathcote Building** on Heathcoat Street.

Our **Children's and Young People services** offer support to children and young people across **Nottingham City and Nottinghamshire South.**



We have a **drop in** at **Housing Aid**

We have a **drop in** at **various locations in County South**

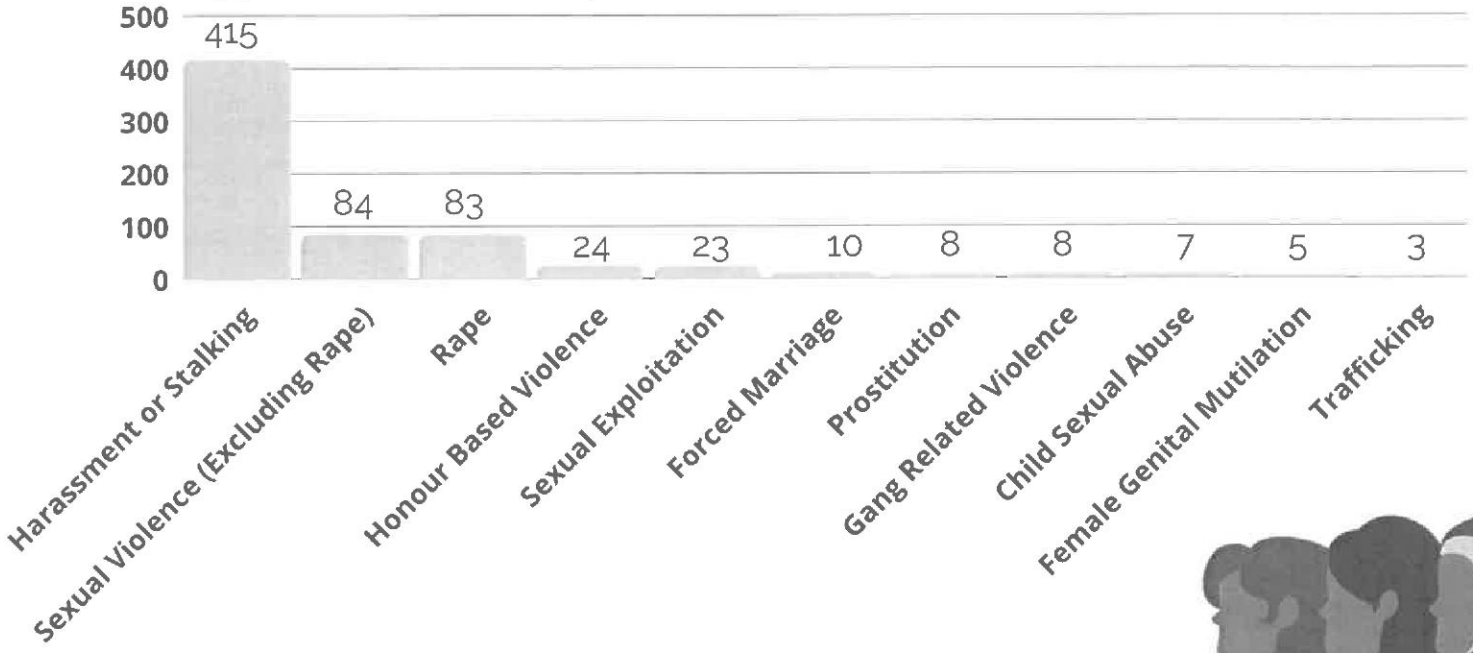
We have a **drop in** at locations in various locations in the City

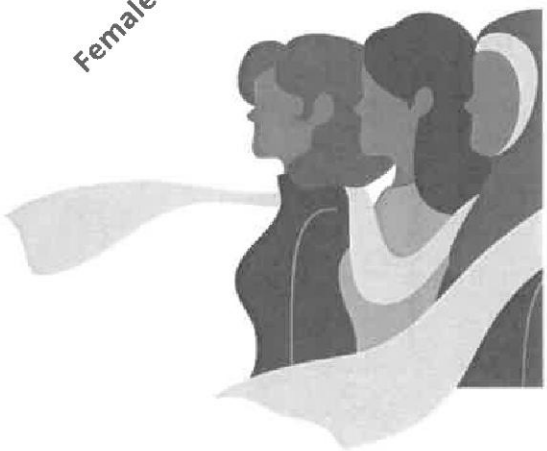
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Experiences of Abuse

Types of Abuse Experienced (excluding domestic abuse)





Types of Domestic Abuse Experienced

64% Emotional
of survivors experienced **emotional or psychological abuse**.

49% Physical
of survivors experienced **physical abuse**.

48% Coercive control
of survivors experienced **jealous or controlling behaviour**.

31% Harassment
of survivors experienced **surveillance, harassment or stalking**.

28% Financial
of survivors experienced **financial abuse**.

13% Sexual
of survivors experienced **sexual abuse**.

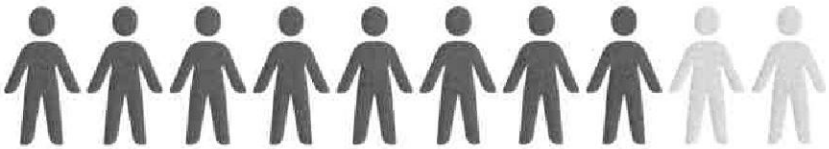
5.9 Years Was the average length of time survivors had experienced abuse in their current relationship.

9.8 Years Was the average length of time survivors had experienced abuse in historical relationships where abuse had been experienced.

JUNO Women's Aid

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Children and Young People



8 out of 10 children and young people we work with have directly witnessed someone being abused.



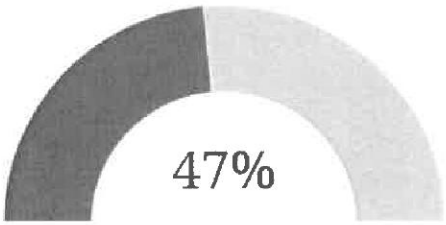
Have experienced **Emotional Abuse**.



Have experienced **physical Abuse**.

34

Teens we worked with were experiencing domestic abuse in their **own teenage intimate relationships**.



Of children and young people in our services had **Children's Services Involvement**.



The most common type of violence in the UK is Domestic Abuse. Almost **1 in 4 women** (Refuge, 2022) will experience domestic abuse in their lifetime and **1 in 5 children and young people** (Radford L. et al, 2011, NSPCC) will be victims of/have lived with domestic abuse during their childhood.

Nationally domestic abuse cases **increased by 6% in 2021** compared with the previous year. In Nottingham and Nottinghamshire there were **13,583** recorded domestic abuse crimes, **10,557** violent domestic abuse offences and **5,014** recorded domestic abuse incidents (Her Majesties Stationary office, Office for National Statistics, 2021)

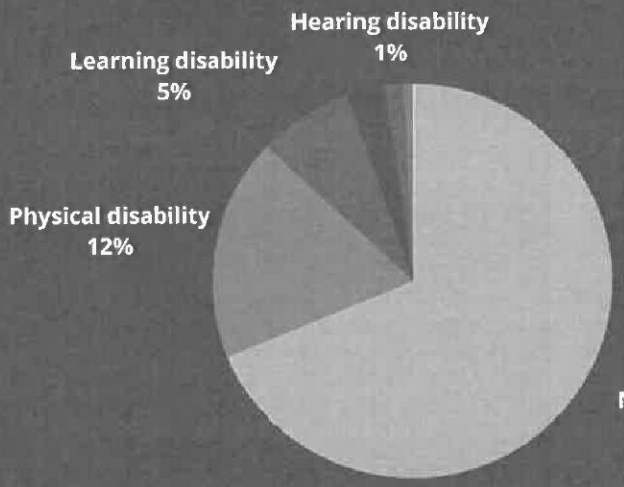
Our staff worked around the clock to support women, children and young people who have experienced domestic abuse and to help ensure that future generations can live safe lives free from abuse.

JUNO Women's Aid

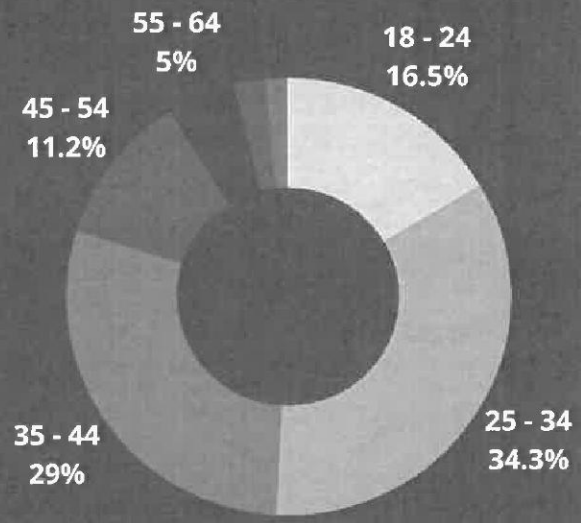
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Experiences of Abuse:

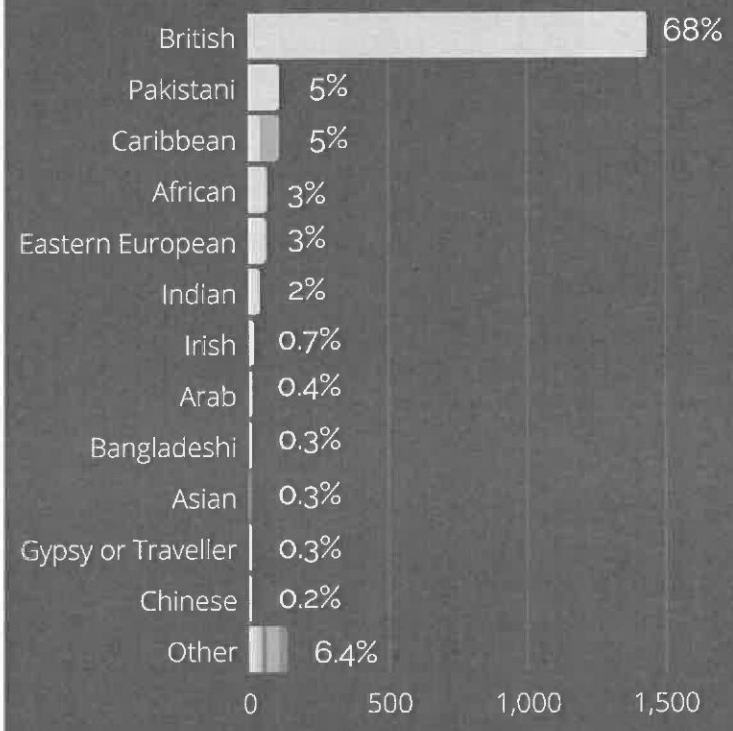
Women



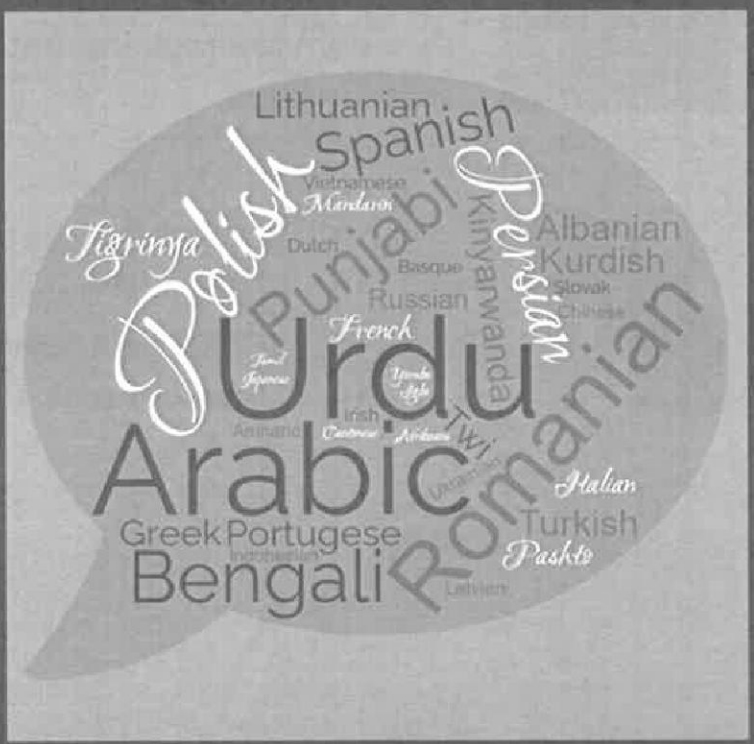
Disability



Age



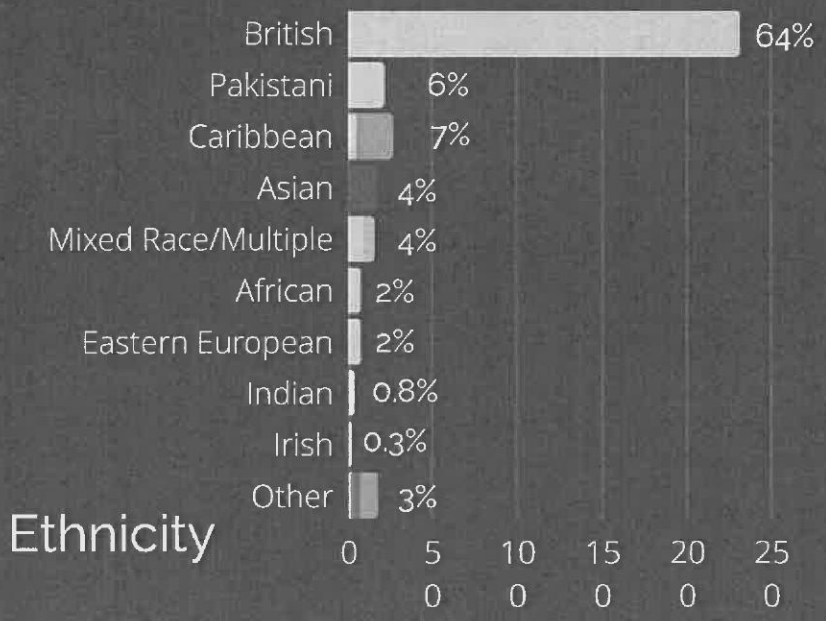
Ethnicity



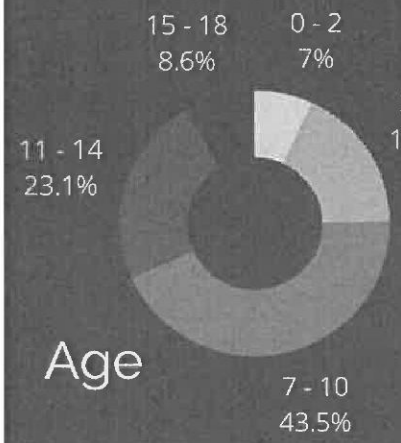
Languages Spoken

Demographics

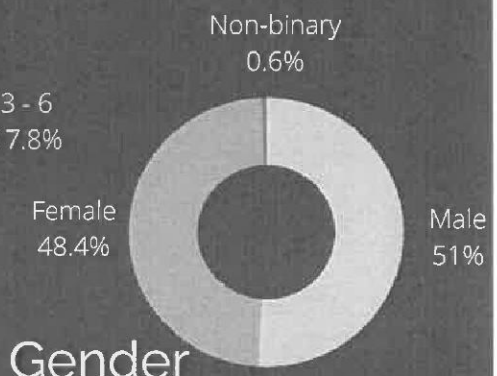
Children and Young People



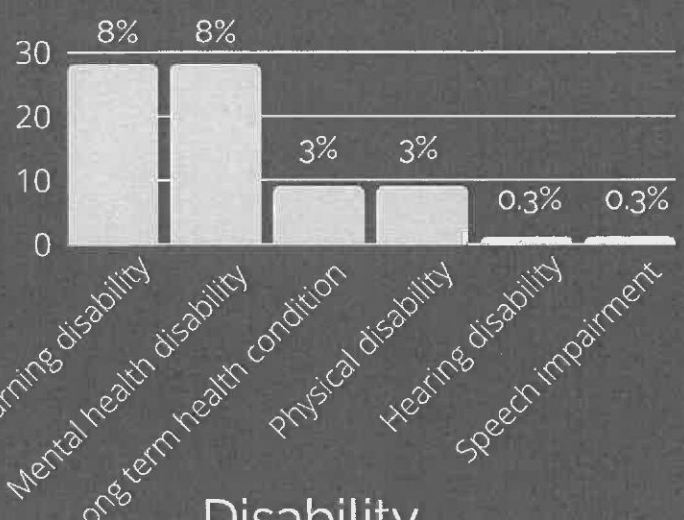
Ethnicity



Age



Gender



Disability

96 Of the women we worked with had **no recourse to public funds**.

180 of the child survivors we worked with were **male**.

> ***If I didn't receive the help from women's aid back in 2017 I would of been dead, if I didn't receive the help off women's aid again recently my ex would of manipulated his way back into my life and destroyed everything I have including myself.***

68% of the women we supported **have children**.

1260 of the women we supported have **mental health support needs**.

Our Services 2021-22

Data Sources- unless otherwise mentioned- are from Juno Women's Aid

Safety. Support. Strength.



Helpline

Juno Women's Aid provides a confidential 24-hour Freephone Helpline to women who have experienced domestic and or sexual abuse and violence. We provide support and advice to partner agencies and professionals. Our all women team provide emotional and practical support, signposting, safety planning and referrals. We also provide a service to family and friends in supporting loved ones experiencing domestic abuse.

The JUNO helpline was the first 24-hour freephone domestic violence helpline in England and has been providing consistent 24-hour confidential support, referrals, and information to women in Nottinghamshire for over two decades.

From the 1st April 2021 to the 31st March 2022 the helpline took **13,496 calls**, 12,214 of which were from unique callers. This equates to over **1,000 calls a month** from callers across Nottingham, Nottinghamshire and the East Midlands.

Freephone: **0808 800 0340**
Agency: **0115 9476490**
Email: **helpline@junowomensaid.org.uk**

Professionals who contact us seeking advice about people they are supporting

- GPs and Medical Centres
- Other Women's Projects and Centres
- CAHMS
- CAFCASS
- Counselling services
- CPS, Policing and Probation services
- Family services
- Health services
- Education services
- Drugs and Alcohol services
- Housing and Accommodation Support Services
- Local Authorities and Councils
- Refuges
- Community Groups
- Social care
- Youth groups
- Other support services

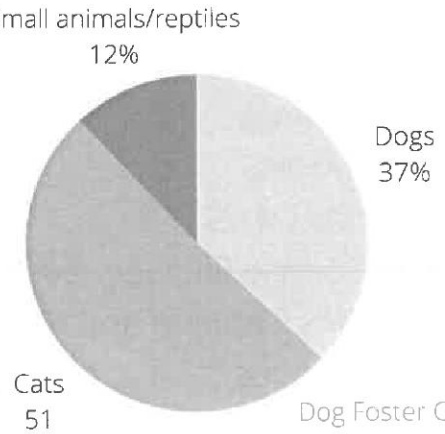


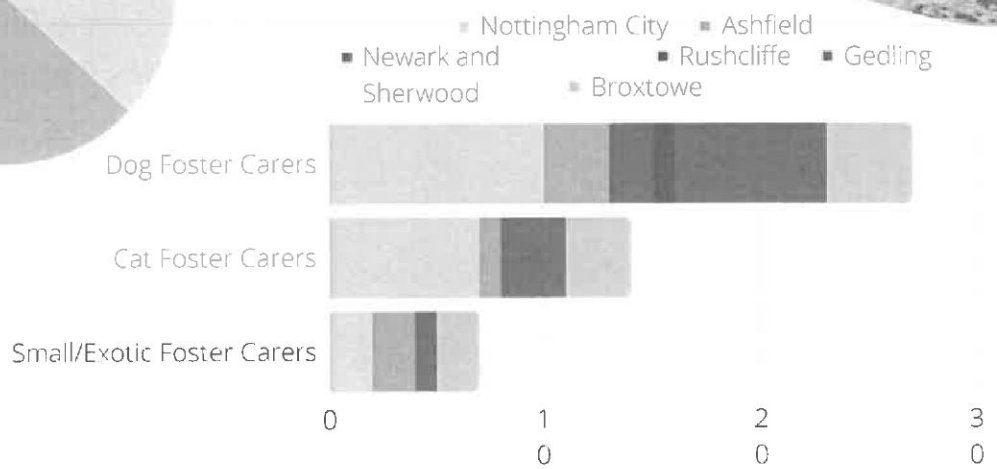
Pets Project

In a home where abuse is happening, pets are at real risk. Most refuges, hostels and temporary accommodation cannot take animals, but our Pet Foster Project can help. The Pet Foster Project set up in 2008 and was the first pets project set up by a women's aid organisation in England. Covering all of Nottingham and Nottinghamshire, is a vital part of the packages of support for women and children who do not wish to leave their beloved pets behind. It provides a safe place for pets to be housed temporarily enabling women and children to flee abuse situation. There is no charge for the service and no time limit on the length of time a pet can be in service, however owners who can afford it are expected to pay for pet food and cat litter.









Due to Covid-19 this year has been a little different. Throughout the lockdown we had to close this much needed service to referrals for the safety of our fosterers but now we are back up and running as usual, giving safe temporary homes to beloved pets. If you would like to volunteer to be a pet project fosterer please email **enquiries@junowomensaid.og.uk**

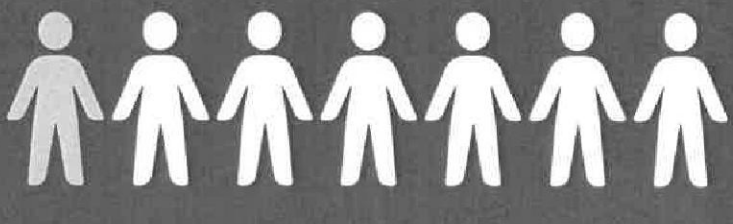


Children and

At Juno Women's Aid, we recognise that children and young people are victims of domestic abuse in their own right and need dedicated specialist support to help them through this difficult and confusing time in their lives. Because of this, Juno Women's Aid offer a number of specialist services supporting children and teens across Nottingham City and South of Nottinghamshire: Ashfield, Broxtowe, Gedling, Rushcliffe.

Since the Domestic Abuse Act (2021) was passed, children and young people can now be recognised as victims of domestic abuse under the law..

1 in 7 children and young people have lived with Domestic Abuse.





One to One Support

Young Voices (City) & Children and Teen (County)

One to one support for children and young people 5-17 years old (School years 1-13) who have witnessed and have a memory of domestic violence and abuse within the home.

Knife Crime (City & County)

This service is for children and young people aged 5-17 years who are living with or have witnessed abuse within the home where a knife or other weapon/object has been used in the abuse.

Group Support

Stronger Families Programme (City)

Stronger Families is a group recovery programme for mothers and their children who have experienced or witnessed domestic violence and abuse within the home. To participate in this programme, the abusive relationship has to have ended and the family no longer living with the perpetrator, the child is at least 5 and has a memory of the abuse, and the family should no longer be in crisis.

Healthy Relationships School Programme (County)

For children and young people aged 5-16 (School years 1-11) must have witnessed and have a memory of domestic violence and abuse within the home.

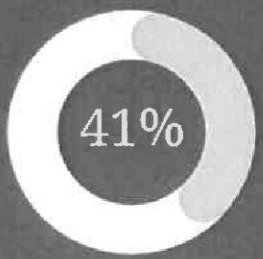
'Escape the Trap' Programme (City & County)

This is a 9-week programme (including a pre course session) run in schools with the aim of educating and informing teens about abusive relationships and how to keep safe.

Young People's Service

Although legally it is not recognised that young people can experience domestic abuse in their own intimate relationships, at Juno Women's Aid we understand that as well as experiencing domestic abuse taking place in their households, many teens also suffer abuse within their own teen relationships.

Because of this, we offer a wide variety of support for teens who have experienced abuse and we strive to work with our young people to better understand the challenges they face and how they need to be supported.



of 14 - 17 year old girls in their own intimate relationships have experienced some form of sexual violence from their partner.
University of Central Lancashire (2015)



of girls have experienced physical violence in their own teen relationship.
NSPCC (2009)



One to One Support

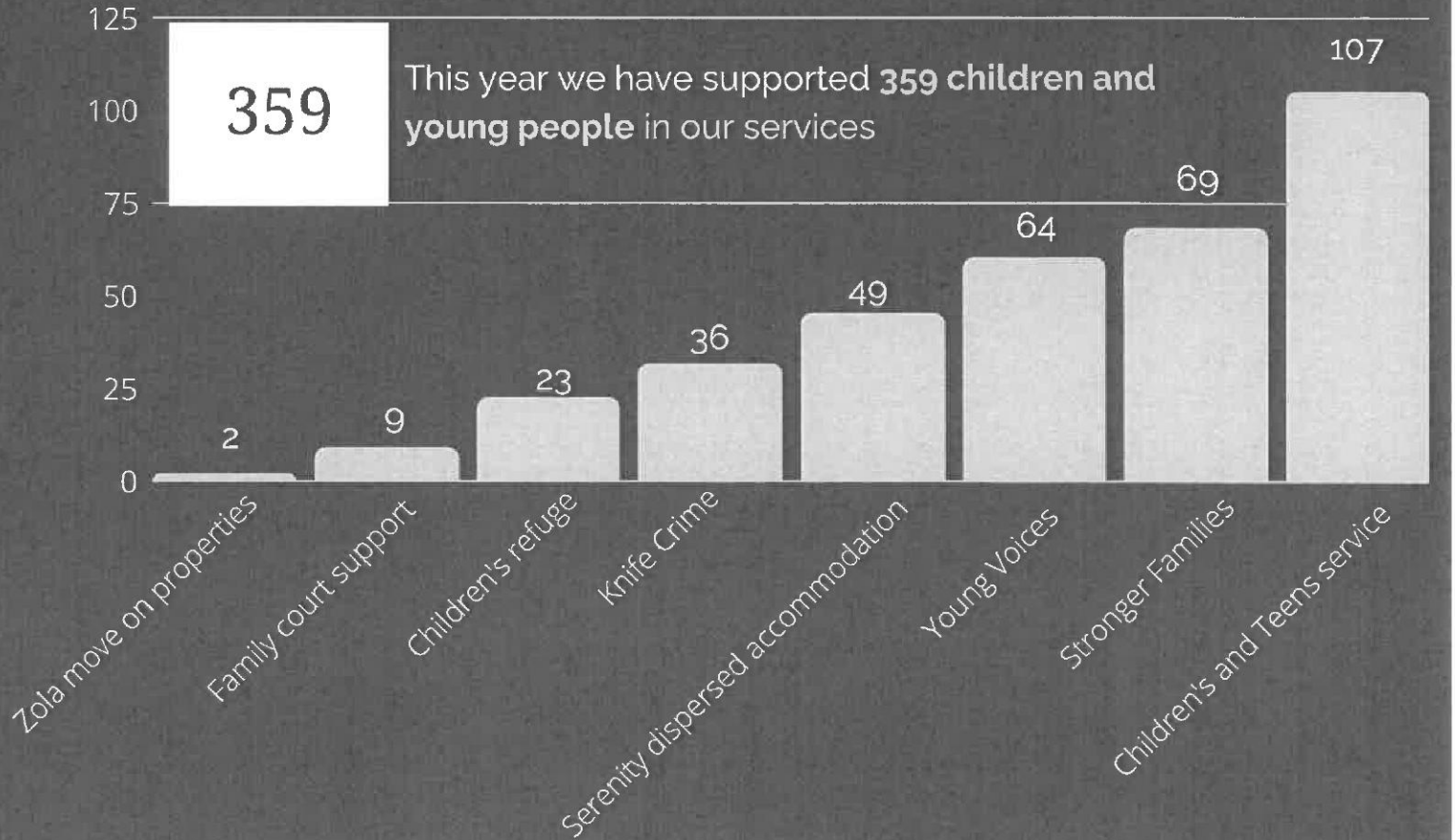
Teen Advocacy Service (City & County)
Supports young women aged 13-17 years old, who have experienced or are experiencing abuse within their own intimate relationships.

> ***[My] Worker made me realise about DA (Domestic Abuse) and that the relationship I was in was not healthy, I was helped and supported to leave, I felt supported. The relationship I had with the worker help me move forward and changed me as a person. I got the strength to leave.***
>
> ***- Message from a Teen Survivor***

Children and Young People

In our Services

At Juno Women's Aid, we have continued to support hundreds of children and young people both in and out of our refuges. We continued our support throughout the Covid-19 pandemic finding innovative ways to deliver our services online and in communities.





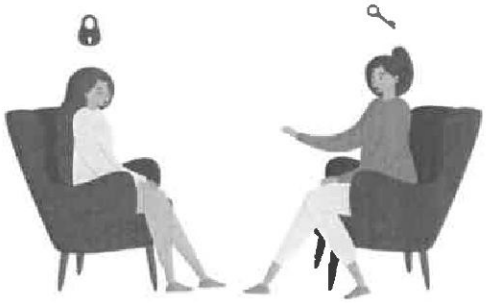




City SASS

Our City SASS (Survivor Advocacy Support Service), provides an holistic, confidential and independent service for women who are experiencing or have experienced domestic abuse. We operate in Nottingham city centre and have drop-in services across the city. We support survivors across all levels of risk using our needs led and trauma informed model developed by Women's Aid England with our CEO, Yasmin Rehman. This means that women who come into our service will be assigned a worker who will stay with them throughout their journey at Juno regardless of their risk level, reducing the need for survivors to retell their story, and thereby reducing trauma.

Our team offers one to one support in the form of safety planning, advocacy and crisis interventions as well as group programmes such as the Freedom Programme, Own My Life and Stronger Families,



592

We supported **592 women** in our City SASS Services this year.

100%

of our service users would **come back** to the service if needed.

100%

Of our service users felt **Juno Women's Aid understood and respected their particular needs.**

JUNO Women's Aid

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The Hub and MARAC Admin Teams

Our Hub team and MARAC (Multi-Agency Risk Assessment Conference) admin team work with our city and county services who provide frontline support.

The Hub

The Hub is a central point for referrals into the our city and county services, working with women, children and teenagers who have experienced or are experiencing, domestic abuse. The Hub processes referrals at all risk levels, and will make initial contact with the survivor.





MARAC (Multi-Agency Risk Assessment Conference) Admin

The MARAC administrators are responsible for coordinating each meeting. They are a central point of contact for all MARAC partners.

JUNO Women's Aid

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County SASS

Our county services provide support to women across Nottinghamshire South: Ashfield, Broxtowe, Gedling and Rushcliffe.

Our County SASS team (Survivor Advocacy Support Service), mirrors the support provided by our City SASS service.

Our team offers one to one support in the form of safety planning, advocacy and, where women have been assessed as at high risk of harm, acting as their voice at the MARAC. We offer crisis interventions as well as group programmes such as the Freedom Programme and Own My Life.

We also provide drop in services based in community venues across Nottinghamshire South and are dual based with partner agencies.

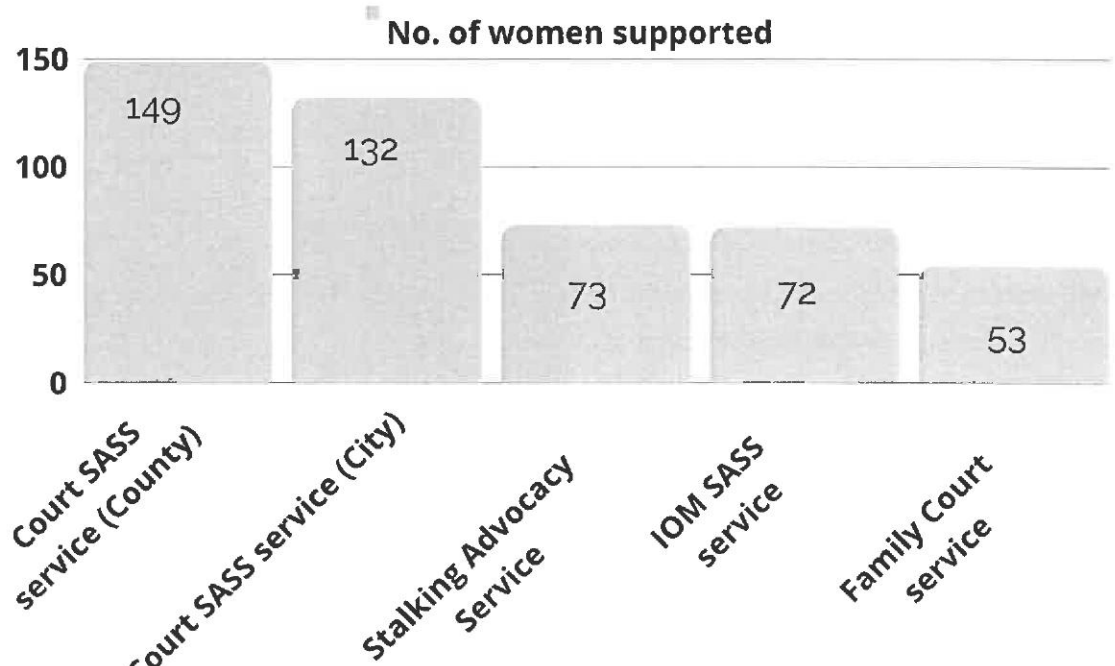


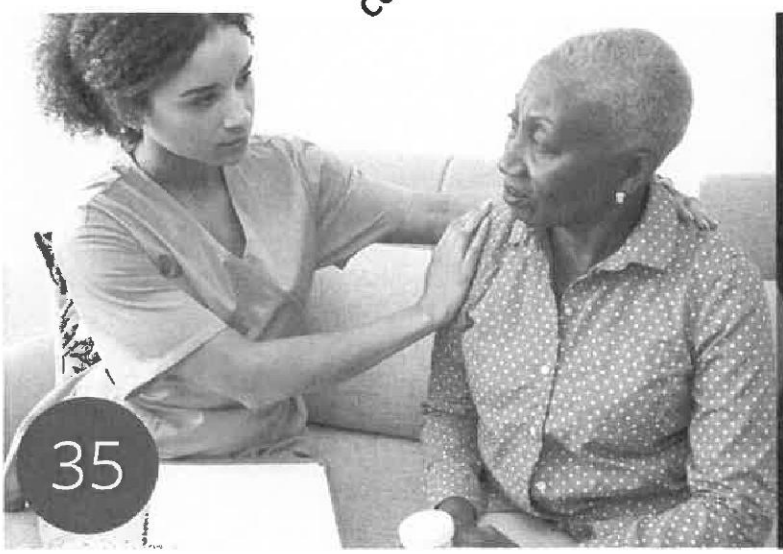
462	We supported **462 women** in our County SASS Services this year.
98%	Of service users felt that the services they experienced at Juno Women's Aid had a positive effect on their life.
100%	Of our service users would recommend this service to family and friends if they needed it.

Justice Team

Our Justice services support survivors through the process of criminal and civil remedies in response to domestic abuse in the city and county (south). Understanding how the legal and court system works can be confusing, and can feel overwhelming if you are going through this alone.

We will create support plans alongside women, safety plan and regularly review risk assessments for all survivors.. All of our justice services are multi-agency, being dual based alongside partner agencies across Nottingham and Nottinghamshire.







Our Justice Services

IOM SASS

SASS is a Survivor Advocacy Support Service. They work with the Integrated Offender Management (IOM) team alongside IOM police officers and offender managers with the probation service. The IOM Service works together to manage the risk posed by the most prolific domestic abuse offenders across Nottinghamshire.

Court SASS

This service supports survivors where their abuser has been charged with a domestic abuse related offence, or who is subject to a Domestic Violence Protection Notice/Order. SASS workers also liaise with the Crown Prosecution Service, Witness Care and support survivors as witnesses in magistrates and crown court trials.

Your Choice project

This is a pilot scheme and supports survivors whose partners/ex-partners are on or have been referred to a voluntary perpetrator programme. Support can be offered for up to 1 year if their ex/partner is accepted onto the programme.



Stalking Advocacy service

This service provides support for Non-domestic abuse related stalking. This is where a victim is being stalked but has not been in a relationship with the stalker.

This is part of Juno Women's Aid's wider Partnership work with the Stalking Advocacy Service across Nottingham City and Nottinghamshire. The service is provided in partnership with Nottinghamshire Women's Aid, Equation, Nottinghamshire Victim Care and Nottinghamshire Police.

Family Court

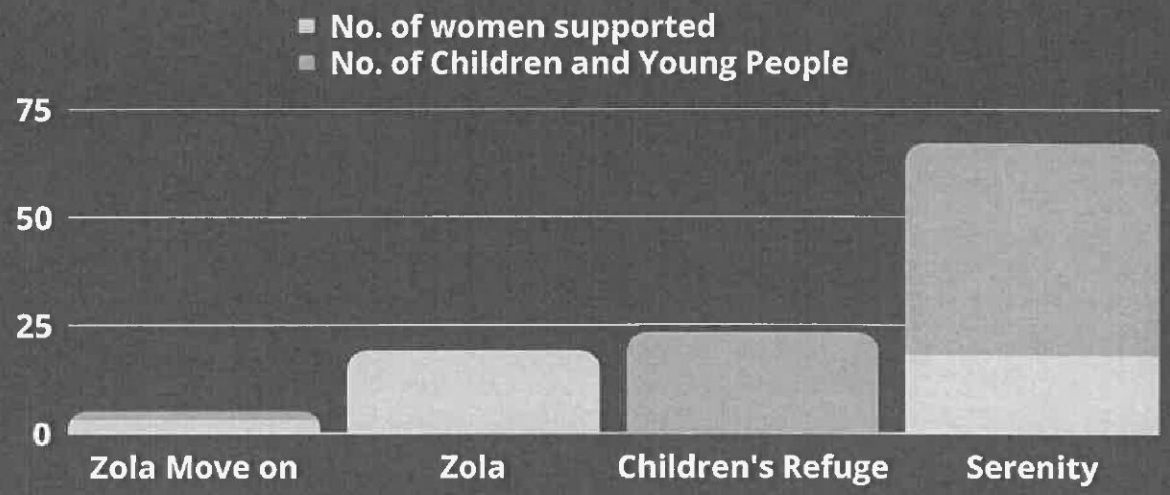
We support survivors in matters relating to Family Court and their children are offered support by Juno Women's Aid's Children and Teen service. In the majority of cases women need support with Child Arrangement Order proceedings, although we also support regarding other matters including divorce and civil orders.

JUNO Women's Aid

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Strength.

Accommodation Services

We run a range of accommodation services across Nottingham and Nottinghamshire to support women and children fleeing from domestic abuse. Our accommodation services are in high demand and this year we housed 40 women and 74 children and young people in our refuges and move on accommodation.



These services provide a safe place for our survivors and their children to recover and rebuild their lives. We aid survivors on their journey by providing specialist support, giving women the tools they need to overcome their trauma and build a brighter future for themselves and their family.

> ***"Refuge provided a safe roof over the heads of my children and me. Myself and my children would still be unhappy and being controlled by my husband things were getting unbearable at home, [Now I] feel like I have time to think and make different decisions"***

MESSAGE FROM A SURVIVOR SUPPORTED IN OUR REFUGE

JUNO Women's Aid

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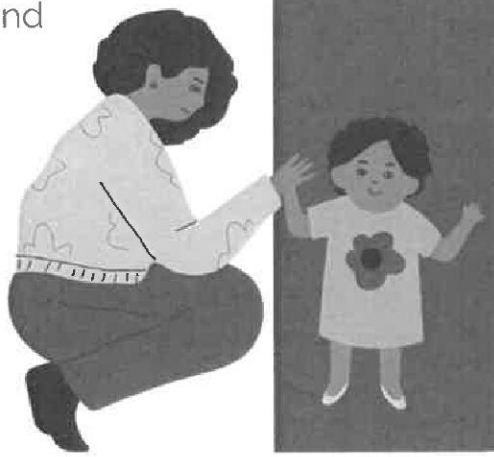
Our Accommodation Services

Serenity Dispersed Refuge

Serenity dispersed refuge service consists of self-contained properties in Nottinghamshire. Designed to accommodate larger families (including those with pets), the service can support women fleeing with up to 8 children. The smallest property accommodates a woman plus 4 children. This service benefits families with older male children who are unable to access other refuge accommodation.

Zola Refuge

Zola refuge is a nine bedsit/flat refuge service offering refuge to Black, Asian and Minority Ethnic and Refugee women and their children. Bedsits/flats are able to accommodate various family sizes up to a woman with 4 children, as well as offering refuge to single women. The support workers speak various languages (South Asian languages and African languages and their dialects) and have access to interpreting services to help reduce language barriers and offer the specialist knowledge and cultural support required.



Zola Move On Project

The Move-On service is a supported safe accommodation service which allows families to move on from refuge as their needs related to the domestic abuse have been met, but they still require permanent safe housing. The service consists of 3 houses in the community able to accommodate up to a woman plus five children in each property.

Refuge Children's Workers

As a result of the Domestic Abuse Act passing into law, commissioners moved to funding children's refuge workers. This is a service Juno Women's Aid had been providing for several years using alternative sources of funding.

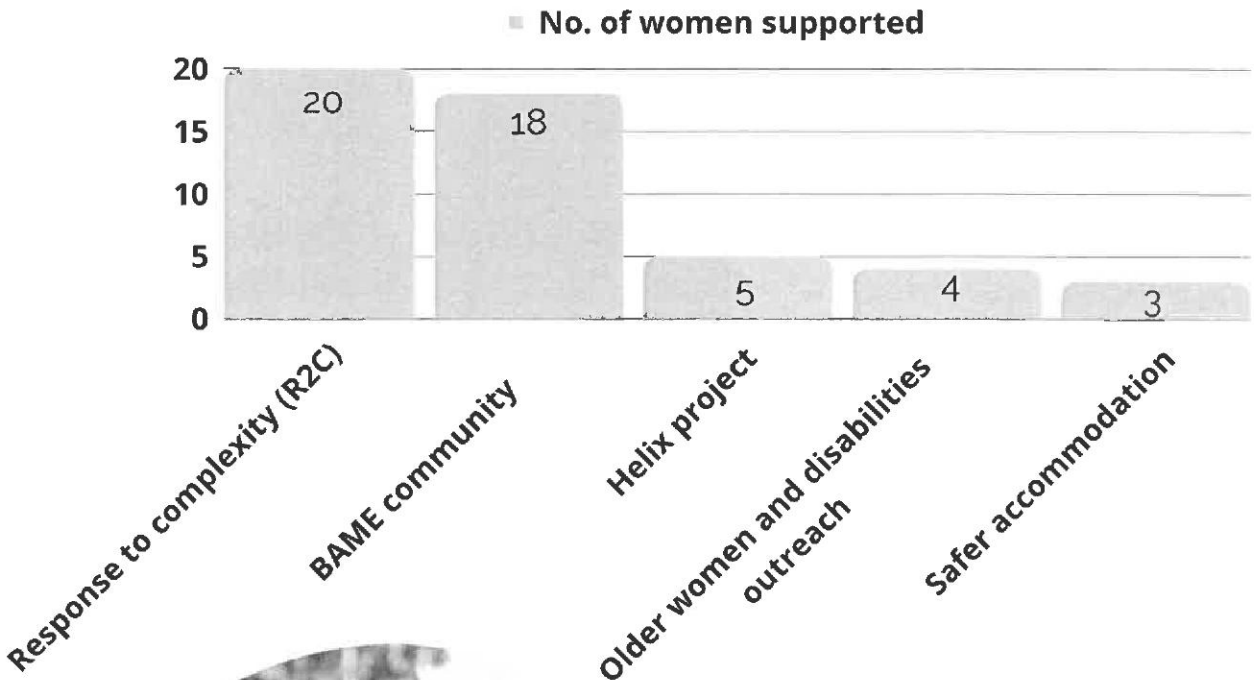
JUNO Women's Aid

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Specialist Services

We have received new funding this year to enable us to expand our targeted support services widening our reach to work with communities that are difficult to engage.

At Juno Women's Aid we work in partnership with agencies across Nottingham and Nottinghamshire to offer support to those who need it most. Many of the women we work with have complex needs and will often be receiving support from multiple agencies. Continuing our response to complexity in 2022-23 we are working in partnership with Changing Futures to increase the support for those identified who are at severe multiple disadvantage.





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Annual Report and Financial Statements 2021-22
Charity No. 1094012 Company No. 4305710

Specialist Services

Helix programme

Helix is a new pilot 5 bed safe accommodation service for Street Homeless women who face severe and multiple disadvantage. The service is a short-term intense respite service supporting women to be able to take their first steps to move on into other forms of accommodation, either supported or general needs, depending upon their need. This service is delivered in partnership with Emmanuel House and Nottingham City Council.

Black and Minoritised Women Specialists

Our new Black and Minoritised Women Specialists support women from black and minoritised ethic communities, working closely with specialist services and having close links with community organisations.



Older Person and Disabilities Specialists

Our new Older Person and Disabilities Specialists work with women over 55 both in the city and county south. Our specialist workers have a deeper understanding of the barriers and needs of women, they work alongside other organisations to help engage and support difficult to reach communities.

Response to Complexity

Our R2C Service is for women with complex needs in addition to domestic abuse such as physical or mental ill health, addictions and homelessness. Juno Women's Aid works in a more holistic, creative way to support women and the other agencies who also work with women in order to achieve safe and independent lives.

This service has been running for a number of years and expertise gained here has assisted with the Helix Project Pilot.

JUNO Women's Aid

Safety.
Support.
Strength.

Our Partnership Work

Juno Women's Aid has excellent partnerships in place with organisations to ensure we can support and meet the needs of women, children and young people. We work with our partner agencies across Nottingham city and Nottinghamshire to promote joint working and multi-agency responses. Our helpline is used extensively by other agencies to seek advice on how to assist people they are working with on Domestic Abuse matters. Logos of just some of the partner agencies we work with are shown below.

We have workers based in housing and accommodation services, courts services, Nottingham University Hospitals and Nottinghamshire Police. Juno Women's Aid uses a variety of community venues to increase accessibility.

The Board of Trustees would like to thank those partners for their support during 2021-22 especially with the challenges posed by the pandemic.

Survivor Voice and Engagement:

The survivor voice service works on capturing survivors' experience of receiving a service and using their feedback to inform future improvements in service delivery.

> ***"absolute diamond and couldn't have sorted this situation without your help."***
> - Matron NUH

> ***"You do an amazing job, you're worth your weight in gold"***
> - CAHMS

equation

Nottingham Women's Centre
come on in

NOTTS SVS SERVICES
LISTEN BELIEVE SUPPORT

Framework
For your future

Nottingham City Council

Nottinghamshire County Council

Emmanuel House
Sharing the journey

Nottinghamshire Women's Aid
Survive & Thrive

NHS
Nottingham University Hospitals
NHS Trust

JUNO Women's Aid
Safety. Support. Strength.

Campaigning

Cut it Out

The Cut it Out campaign was originally launched in Norfolk after the death of Kerri McAuley. With Equation we ran this campaign in Nottingham and Nottinghamshire. This gave local hair stylists the tools to help by offering 90 minute domestic abuse training, free follow up support and resources to place in salons to let survivors know they can talk to their stylists.

At Juno Women's Aid we pride ourselves on being a politically active feminist organisation. We recognise that calls for change start in communities and that our voice is powerful when we work with our sister organisations and local agencies and communities to call on local/national authorities to create positive change.

Stalking Awareness Week

This year Juno Women's Aid partnered with Nottinghamshire Women's Aid and Equation to raise awareness of Stalking and recognise the impact of stalking on our survivors and what support we can offer.

"Without the SAS service, I would not be aware of the set procedures you can put in place and also what to do when you have a stalker."

Because of this, Juno Women's Aid often responds to local and national consultations. This year we have responded to the national consultations such as the Victims Bill and Human Rights Reform: A Modern Bill of Rights consultations with other feminist organisations across the country.



Thanks to our Supporters

Thank you to our 27 regular donors

Your regular income allows us to offer immediate urgent crises support where no other services are available.

Thank you to the following organisations for donations:

UoN WRFC Alumni,
Unison,
Soroptomist,
NCVS,
NEU,
Create Art School,
Ringrose Law,
T K Maxx,
John Lewis,
West Bridgford WI, Eakring WI,
Lapwings WI, Linby and Papplewick,
The Arches,
Trent Vineyard,
When Women Gather,
Nottingham City Trams,
Nottingham Playhouse,
Nottingham Women's Centre.

The Following Amazing Individuals have organised fundraising events for us from Bike Rides to lockdown marathons!

◆Ben ◆ Lesley ◆ Alexsandra
◆ Chrissy ◆ Hannah

We had significant one off donations from the following brilliant people:

◆GC, ◆ Ricard, ◆Emma, ◆Mary,
◆ Penelope, ◆Sharon, ◆Mat,
◆Ulwin, ◆Megan, ◆Paul, ◆Caroline,
◆Ian, ◆Ronald ◆Joanne

Thankyou to anyone who donated in any way.

Thank you Tom

Tom donated money in memory of his wife Anne for us. Tom is continuing to build on his relationship with Juno Women's Aid by providing us with ongoing support in our future work.

Thank you Julia

Julia donated a house to be used as a refuge for women across Nottingham and Nottinghamshire in memory of her Aunt Judith. Judith's house opens in summer 2022.

Thank you Aalleyah

Aalleyah Symons' ADA17 Company Trust Fund donated funds allowing us to create a playroom and counselling room for children in our refuge.

Thank you to L&A Beauty Ruddington

Louise and her sister raised money for Juno Women's Aid through their Charity Ball in March. The money donated will be used to help women across Nottingham and Nottinghamshire escape and recover from domestic abuse.

Thank you to Tara's Angels

Tara's Angels have consistently supported our organisation particularly our refuges. This year Tara's Angels helped us to furnish our new refuge Judith House, allowing us to support more women across Nottingham and Nottinghamshire.

Sincere Condolences

And Thanks to the families of Dorrette and Sharon for donations in their memory.

JUNO Women's Aid

Safety.
Support.
Strength.

Annual Report and Financial Statements 2021-22
Charity No. 1094012 Company No. 4305710

Meet our Leadership Team

Board of Trustees 2021-22

HELEN JEBB
Co-Chair Board of Trustees

SUE GREGORY
Co-Chair Board of Trustees

LEE HARRISON
Former Co-Chair Board of Trustees

LUCIA SWIFT
HR Subcommittee Head

SUE TONGUE
Treasurer

PAULINE DUNKWU
EDI Subcommittee Head

ANNA HARRY
Fundraising subcommittee Head

Trustees:

BOPINDERJIT DHILLON

CHANTAL LEE

SHAKEERA CHOKIA

LIZ REID
Board of Trustees Administrator

SONIA LONG

Thanks and Best Wishes to Trustees who left during 2021-22: Caroline Keenan, Briony Storer

Meet our Leadership Team

Senior Leadership Team 2021-22

YASMIN REHMAN
Chief Executive Officer

REBECCA SMITH
Head of Accommodation Services

PAULA CLARKE
Head of Service for City

SAM BENNETT
Head of Quality and Performance

DEBBIE DENNING
Head of Service for County

KATHERINE ONION
Head of Finance and Business Support

CARLY MASON
Head of Human Resources

VAL WILLIAMS
Special Projects Manager

JUNO Women's Aid

Safety.
Support.
Strength.

Company Information

Juno Women's Aid
(A company limited by guarantee and not having a share capital)

Company Information

Company number:	4305710 (limited by guarantee)
Registered charity number:	1094012

Trustee/Directors:

Helen Jebb Co-chair
Sue Gregory Co-chair (from April 2022)
Sue Tongue Treasurer
Lucia Swift
Lee Harrison (Co-Chair until March 2022)
Bopinderjit Dhillon
Pauline Dunkwu
Anna Harry
Chantal Lee
Sonia Long
Shakeera Chokia
Caroline Keenan (left May 2021)
Briony Storer (left October 2021)

Key management personnel:

Chief Executive Officer: Yasmin Rehman
Head of Finance/Business Support: Katherine Onion
Heads of Service: Paula Clarke
Rebecca Smith
Debbie Denning
Carly Mason
Val Williams
Sam Bennett

Company Information

Registered Offices and Operational Address As of 1st June 2022	Floors 1 & 3 Heathcote Building Heathcoat Street Nottingham NG1 3AA
Statutory Auditors	Roger Spencer Chartered Accountants Newstead House Pelham Road Nottingham NG5 1AP
Bankers	Lloyds Bank 12-16 Lower Parliament Street Nottingham NG1 3DA
Investment Advisors	St James's Place 1 Tetbury Road Cirencester Gloucestershire GL7 1FP
	Handlesbanken Wealth Management 77 Mount Ephraim Kent TN4 8BS

Structure, Governance and Management

Juno Women's Aid is a charitable company limited by guarantee, incorporated on 15th October 2001 and registered as a charity in 2002. The company was established under a Memorandum of Association (amended 4th August 2022) which establishes the objects and powers of the charitable company and is governed under its Articles of Association.

The Directors (Members) of the company are also charity Trustees for the purposes of charity law. Trustees are elected appointed to serve for a period of three years after which can be re-appointed. A trustee can serve for a maximum of three terms (9 years).

The BoT is responsible for overseeing the strategic direction and policy of the charity and delegates the responsibility for the day to day operation to the Chief Executive Officer (CEO). The Co-chairs carry out monthly supervisions with the CEO.

The BoT meets regularly throughout the year and this year due to Covid-19 there was a mixture of in person and remote meetings. The BoT receives written performance and themed reports and proposals from the CEO and Senior Leadership Team (SLT) to ensure decision-making is evidence and risk based as well as costed. Trustees also undertake in-depth strategic work in a number of Sub committees which meet regularly and report to the board.

These groups are:

- Finance Subcommittee (Head of Finance (Chair), Treasurer, a 2nd BoT member and CEO)
- Human Resources Subcommittee (Trustee (Chair) Head of HR , CEO and 1 more Trustee)
- Fundraising and Communications Subcommittee (Trustee (Chair), Communications Officer, CEO and another Trustee)
- Quality Assurance Subcommittee (BoT Co-chair and Head of Quality, Compliance and Performance (Co-Chair) CEO, representatives from operational Heads of Service and Team Managers, and 1 more Trustee)
- Safeguarding Subcommittee (Head of City Services and the BoT Co-chair (Chair), Membership all operational managers)
- Equality, Diversity and Inclusivity Subcommittee (Chaired by the CEO, Head of Human Resources and 2 Trustees)

The CEO and SLT ensure that Juno Women's Aid delivers high quality services, meets contractual obligations and conditions of grant aid and provides safe and secure conditions of employment and placement for the staff and volunteer team including supervision, support and continuous development of their skills and knowledge.

The SLT meets fortnightly to oversee the management of the organisation. Team Leaders are responsible for the running of day to day activities with their staff teams delivering services to women, teenagers (young people) and children living in the community and our refuge accommodation. Full Management Team Meetings are held bi-monthly.

The activities of the organisation are supported by a core team which provides administrative, business, communications, finance, human resources and performance information.

Recruitment of Trustees and Training

Juno Women's Aid recruits women to the BoT who have skills, knowledge and commitment to take overall responsibility for the organisation.

All prospective trustees receive information about Juno Women's Aid, the range of services it provides and it's values and ethos. Prospective trustees meet with one of the Co-chairs and the CEO. On appointment, new trustees are provided with an induction pack which contains:

- the obligations of the BoT
- the legal framework of the charity including the Memorandum and Articles of Association
- the current financial position as set out in the latest published accounts
- Relevant strategic plans.

New trustees are able to access training in areas such as governance, human resources, financial management, and domestic abuse including courses provided by Equation, Nottingham Community and Voluntary Services and Community Accounting Plus. Trustees are invited to meet with services provided by Juno Women's Aid in order to familiarise themselves with the charity, the various projects and the context within which they operate.

A skills audit is conducted biannually and any gaps identified are met through targeted recruitment, training and guidance from the CEO and other members of the BoT. The Board seeks to ensure that trustees have sufficient skills, knowledge and experience required to run a medium sized charity.

Arrangements for setting pay and remuneration of key management personnel

Juno Women's Aid aligns all salaries and job descriptions against the National Joint Council (NJC) pay scale . Trustees review the pay scale annually in October. If and when the NJC has agreed an inflationary increase for that financial year the Trustees decide whether to adopt this, and if they do, will adopt it from October (not back dated to April). In 2021-22 unions were in dispute with the NJC payscale until 31st March 2021. A 2% pay increase for the final 6 months of the year had been budgeted for. The final agreed amount nationally was 1.75%; as a result BOT applied the 1.75% payrise but backdated it to 1st August 2021 (instead of the usual 1st Oct). In light of increased fuel costs a review of mileage allowances was also undertaken in early 2022.

Risk Management

The BoT actively and routinely reviews all major risks to which the charity is exposed and these are documented in a risk register. The register details risks, their assessment, controls in place, net risks, responsibilities and review process. Areas of risk included are governance, operations, finance, human resources, external environment, legal and regulatory, reputation, disaster recovery, and planning. The plan includes events that are unlikely but would have very high impact were they to occur as well as an organisational risk register, risk management plans are put in place for new contracts and current key risks are reported by the CEO at each meeting of the BoT. The Board is very aware of the dynamic nature of risk in the environment in which we operate.

Related Parties

Juno Women's Aid is a full member of Women's Aid Federation of England, the End Violence Against Women Coalition, Women's Resource Centre and The Helpline Partnership.

Financial Review

The charity's total income for 2021-22 amounted to £2,800,331 (2020-2021: £2,452,922). Its assets are available and adequate to fulfil its obligations. Total expenditure amounted to £2,933,914 (2020-2021: £2,424,986). The net outgoing resources for the year after unrealised gains/losses amounted to £103,515 (2020-2021: £135,751 incoming). This deficit is as a result of planned one off expenditure noted in designated funds of an office move and establishment of a new accommodation property.

The total reserves at 31st March 2022 amount to £1,306,277 (2020-2021: £1,409,792), of which £28,059 - is allocated to restricted funds leaving £1,278,218 - retained as total unrestricted funds, which included designated funds of £ 792,033.

Free reserves at 31st March 2022 were £328,228 (2020-2021: £561,446) , which are made up of general unrestricted reserves less tangible assets.

Principal Funding Sources

Juno Women's Aid has continued to receive funds from a wide range of sources and a summary of our principal sources is laid out below:

Nottingham City Council (CDP)	**£1,606,332**
Nottinghamshire County Council	**£1,007,982**
Nottinghamshire Police and Crime Commissioner	**£27,400**
Notts Community Foundation	**£ 43,000**

Reserves Policy

The BoT has examined the charities requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds, not committed, should equate to 3-6 months projected expenditure. At that level the charity should, in the event of decline in funding, be able to continue all activities until funding is replaced or activities altered. Money from reserves has been designated for development work which has not been possible in previous years.
A level of core activities is funded from unrestricted reserves.
Current reserves are £1,278,218 - which equates to approximately 6 months project expenditure. This includes £792,033 - which has been designated for specific items of expenditure.

Investment Policy

Under the terms of the memorandum and articles of association, the charity may invest monies of Juno Women's Aid not immediately required for it's own purposes. Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long term investment. Having considered the option available, the BoT decided to invest the amount that it has available in unit trusts managed by St James's Place Wealth Management and Handelsbanken. The performance of the unit trusts account has shown an increase of £30,068 during this financial year.

Trustees' responsibilities in relation to the financial statements

The charity trustees, who are also the directors of Juno Women's Aid for the purpose of company law, are responsible for preparing a trustee's annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UKGAAP).

Company law requires the BoT to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charity for that period.

In preparing the financial statements, the trustees are required to:

- Observe the methods and principles in the Charities SORP;
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent ;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue business;
- State whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware at the time of approving our trustees annual report:

- There is no relevant audit information which the company's auditors are unaware;
- and the trustees have taken all the steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the Board of Trustees on 4/10/22 (date) and signed on its behalf by:

Helen Jebb - Co-chair Trustees

H Jebb.

Sue Gregory - Co-chair Trustees

S E Gregory

Section B Independent Auditor's Report:

for year ending 31st March 2022

Opinion

We have audited the financial statements of Juno Women's Aid (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting relevant correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- Understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Senior statutory auditor exemption

Rogers Spencer is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Melvin Bailey FCCA DChA (Senior statutory auditor)
for and on behalf of Rogers Spencer

4/10/22

Chartered Accountants
Statutory Auditor

Newstead House
Pelham Road
Nottingham
NG5 1AP

JUNO WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	11,147	-	11,147	76,087	-	76,087
Charitable activities	4	2,665,376	123,773	2,789,149	2,210,701	161,910	2,372,611
Other trading activities	5	-	-	-	2,919	-	2,919
Investments	6	35	-	35	1,305	-	1,305
Total income		2,676,558	123,773	2,800,331	2,291,012	161,910	2,452,922
Expenditure on:							
Charitable activities	7	2,778,683	155,231	2,933,914	2,246,635	178,351	2,424,986
Net gains/(losses) on investments	11	30,068	-	30,068	107,815	-	107,815
Net (outgoing)/incoming resources before transfers		(72,057)	(31,458)	(103,515)	152,192	(16,441)	135,751
Gross transfers between funds		(13,364)	13,364	-	(7,871)	7,871	-
Net movement in funds		(85,421)	(18,094)	(103,515)	144,321	(8,570)	135,751
Fund balances at 1 April 2021		1,363,639	46,153	1,409,792	1,219,318	54,723	1,274,041
Fund balances at 31 March 2022		1,278,218	28,059	1,306,277	1,363,639	46,153	1,409,792

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

JUNO WOMEN'S AID

BALANCE SHEET
AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	12		157,954		80,713
Investments	13		858,453		828,561
			1,016,407		909,274
Current assets					
Debtors	14	85,071		123,668	
Cash at bank and in hand		691,489		750,506	
		776,560		874,174	
Creditors: amounts falling due within one year	15	(486,690)		(373,656)	
Net current assets			289,870		500,518
Total assets less current liabilities			1,306,277		1,409,792
Income funds					
Restricted funds	18		28,059		46,153
Unrestricted funds					
Designated funds	19	792,033		721,480	
General unrestricted funds		486,185		642,159	
			1,278,218		1,363,639
			1,306,277		1,409,792

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 4/10/22

Helen Jebb (Co-Chair)
Trustee

Sue Gregory (Co-Chair)
Trustee

Company registration number 04305710

JUNO WOMEN'S AID

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from operations	23		62,545		195,568
Investing activities					
Purchase of tangible fixed assets		(121,597)		(68,955)	
Investment income received		35		1,305	
Net cash used in investing activities			(121,562)		(67,650)
Net (decrease)/increase in cash and cash equivalents			(59,017)		127,918
Cash and cash equivalents at beginning of year			750,506		622,588
Cash and cash equivalents at end of year			691,489		750,506
Relating to:					
Cash at bank and in hand			691,489		750,506

1 Accounting policies

Charity information

Juno Women's Aid is a private company limited by guarantee incorporated in England and Wales. The registered office is Heathcote Building, Heathcoat Street, Nottingham, NG1 3AA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

The charity has not received any material donated goods for its own use. Small items are not recognised in the Statement of Financial Activities. The monetary value of volunteer services are not recognised in the Statement of Financial Activities.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Support cost allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Overheads have been allocated pro rata based on staff time.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment - 20% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Assets costing less than £500 are not generally capitalised.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	11,147	76,087
Donations and gifts		
Deborah B	-	21,509
Cartwright Communications	-	10,000
Various donations under £10k	11,147	44,578
	11,147	76,087

4 Charitable activities

	Helpline	Children & Teen Services	IDVA Services	Refuges & Accom.	Outreach	Other	Total	Total
	£ 2022	£ 2022	£ 2022	£ 2022	£ 2022	£ 2022	£ 2022	£ 2021
Public funding	291,362	113,832	1,891,726	346,818	15,711	100,302	2,759,751	2,370,365
Other income	(7)	-	-	6,732	-	22,673	29,398	2,246
	291,355	113,832	1,891,726	353,550	15,711	122,975	2,789,149	2,372,611
Analysis by fund								
Unrestricted funds	176,585	104,829	1,891,726	353,550	15,711	122,975	2,665,376	2,210,701
Restricted funds	114,770	9,003	-	-	-	-	123,773	161,910
	291,355	113,832	1,891,726	353,550	15,711	122,975	2,789,149	2,372,611
Public funding								
Ashfield District Council	-	-	-	-	-	-	-	33,364
Brook Trust	-	-	-	-	-	-	-	21,296
Gedling Borough Council	-	-	-	-	-	-	-	5,000
Ministry of Justice	-	-	-	-	-	-	-	120,210
Garfield Weston	-	-	-	-	-	-	-	45,000
Nottingham City CDP	163,468	84,226	1,124,937	192,064	-	41,637	1,606,332	1,133,366
Notts County Council	84,894	20,603	761,964	119,758	15,711	5,052	1,007,982	941,591
Notts Police and Crime Commissioner	-	-	-	-	-	27,400	27,400	42,228
Children in Need	-	9,003	-	-	-	-	9,003	35,810
Womens Aid Federation of England	-	-	-	-	-	-	-	(7,500)
Nottingham City Council	-	-	-	-	-	26,213	26,213	-
Nottingham City Homes	-	-	-	13,919	-	-	13,919	-
Nottingham University Hospital	-	-	4,825	-	-	-	4,825	-
Notts Community Foundation	43,000	-	-	-	-	-	43,000	-
Supported Housing	-	-	-	21,077	-	-	21,077	-
	291,362	113,832	1,891,726	346,818	15,711	100,302	2,759,751	2,370,365

4 Charitable activities

For the year ended 31 March 2021

	Helpline	Children & Teen Services	IDVA Services	Refuges & Accom.	Outreach	Other	Total
	£	£	£	£	£	£	£
Public funding	258,224	116,412	1,324,425	387,945	5,000	278,359	2,370,365
Other income	-	-	-	939	-	1,307	2,246
	258,224	116,412	1,324,425	388,884	5,000	279,666	2,372,611
Analysis by fund							
Unrestricted funds	258,224	61,702	1,324,425	274,184	5,000	287,166	2,210,701
Restricted funds	-	54,710	-	114,700	-	(7,500)	161,910
	258,224	116,412	1,324,425	388,884	5,000	279,666	2,372,611
Public funding							
Ashfield District Council	-	-	-	33,364	-	-	33,364
Brook Trust	-	21,296	-	-	-	-	21,296
Gedling Borough Council	-	-	-	-	5,000	-	5,000
Ministry of Justice	-	-	-	-	-	120,210	120,210
Garfield Weston	-	-	-	-	-	45,000	45,000
Nottingham City CDP	173,330	18,900	722,197	157,295	-	61,644	1,133,366
Notts County Council	84,894	25,406	600,000	197,286	-	34,005	941,591
Notts Police and Crime Commissioner	-	15,000	2,228	-	-	25,000	42,228
Children in Need	-	35,810	-	-	-	-	35,810
Womens Aid Federation of England	-	-	-	-	-	(7,500)	(7,500)
	258,224	116,412	1,324,425	387,945	5,000	278,359	2,370,365

5 Other trading activities

	Total	Unrestricted funds
	2022	2021
	£	£
Fundraising events	-	2,919

6 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	35	1,305

7 Charitable activities

	Helpline 2022 £	Children & Teen Services 2022 £	IDVA Services 2022 £	Refuges & Accom. 2022 £	Outreach 2022 £	Other 2022 £	Total 2022 £	Total 2021 £
Depreciation	-	-	-	-	-	44,356	44,356	11,804
Direct charitable	6,819	23,527	89,730	95,896	3,985	38,698	258,655	171,309
Travel	-	1,847	1,156	945	-	1,131	5,079	3,169
Mobile phones	2,288	3,054	12,952	2,219	81	3,922	24,516	23,732
Consultancy	-	-	74,310	-	-	35,281	109,591	64,793
Wages and agency costs	219,244	255,438	971,683	202,477	10,489	54,609	1,713,940	1,529,459
	228,351	283,866	1,149,831	301,537	14,555	177,997	2,156,137	1,804,266
Share of support costs (see note 8)	70,748	74,449	443,384	78,232	4,721	95,009	766,543	612,014
Share of governance costs (see note 8)	945	1,992	4,244	1,036	307	2,710	11,234	8,706
	300,044	360,307	1,597,459	380,805	19,583	275,716	2,933,914	2,424,986
Analysis by fund								
Unrestricted funds	300,044	343,525	1,597,459	252,056	19,583	266,016	2,778,683	2,246,635
Restricted funds	-	16,782	-	128,749	-	9,700	155,231	178,351
	300,044	360,307	1,597,459	380,805	19,583	275,716	2,933,914	2,424,986

7 Charitable activities

For the year ended 31 March 2021

	Helpline	Children & Teen	IDVA Services	Refuges & Accom.	Outreach	Other	Total 2021
	£	£	£	£	£	£	£
Depreciation and impairment	-	-	-	-	-	11,804	11,804
Direct charitable	6,857	7,417	48,924	100,539	1,363	6,209	171,309
Travel	7	1,929	196	294	-	743	3,169
Mobile phones	2,869	2,731	9,584	2,599	32	5,917	23,732
Consultancy	-	1,700	19,655	-	-	43,438	64,793
Wages and agency costs	173,858	217,739	789,617	207,051	3,769	137,425	1,529,459
	183,591	231,516	867,976	310,483	5,164	205,536	1,804,266
Share of support costs (see note 8)	56,816	132,225	258,974	59,038	43	104,918	612,014
Share of governance costs (see note 8)	825	1,274	3,695	942	-	1,970	8,706
	241,232	365,015	1,130,645	370,463	5,207	312,424	2,424,986
Analysis by fund							
Unrestricted funds	241,232	325,703	1,130,645	265,536	5,207	278,312	2,246,635
Restricted funds	-	39,312	-	104,927	-	34,112	178,351
	241,232	365,015	1,130,645	370,463	5,207	312,424	2,424,986

8 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Wages and agency costs	553,036	-	553,036	431,973	-	431,973
Establishment costs	44,668	-	44,668	57,415	-	57,415
Staff training	37,644	-	37,644	43,646	-	43,646
Insurance	8,228	-	8,228	6,955	-	6,955
Legal and professional	6,606	-	6,606	6,256	-	6,256
IT support	72,116	-	72,116	40,666	-	40,666
Other admin costs	44,246	-	44,246	25,103	-	25,103
Audit fees	-	9,389	9,389	-	8,184	8,184
Bank charges	-	641	641	-	522	522
Trustees expenses	-	69	69	-	-	-
Other governance costs	-	1,136	1,136	-	-	-
	766,544	11,235	777,779	612,014	8,706	620,720

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration from the charity during the year. Travelling expenses of £nil (2021 - £94) were reimbursed to no (2021: 3) trustees during the year.

10 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	89	80

Employment costs	2022 £	2021 £
Wages and salaries	1,922,081	1,642,081
Social security costs	159,544	129,943
Other pension costs	51,550	46,561
	2,133,175	1,818,585

Total key management personnel benefits for the year amounted to £277,352 (2021 - £247,109). There were no employees whose annual remuneration was more than £60,000.

11 Net gains/(losses) on investments

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Revaluation of investments	30,068	107,815

12 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 April 2021	160,816
Additions	121,597
At 31 March 2022	282,413
Depreciation and impairment	
At 1 April 2021	80,103
Depreciation charged in the year	44,356
At 31 March 2022	124,459
Carrying amount	
At 31 March 2022	157,954
At 31 March 2021	80,713

13 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2021	828,561
Valuation changes	29,892
At 31 March 2022	858,453
Carrying amount	
At 31 March 2022	858,453
At 31 March 2021	828,561

Fixed asset investments revalued

The historical cost of listed investments at 31 March 2022 was £650,000 (2021 - £650,000). There were no investment assets outside of the UK.

14 Debtors

Amounts falling due within one year:	2022 £	2021 £
Other debtors	45,865	98,970
Prepayments and accrued income	39,206	24,698
	85,071	123,668

15 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		-	34,737
Deferred income	16	40,609	162,157
Trade creditors		209,859	69,480
Other creditors		179,061	33,981
Accruals		57,161	73,301
		486,690	373,656

16 Deferred income

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	40,609	162,157
Movements in the year:		
Deferred income at 1 April 2021	162,157	34,178
Released from previous periods	(162,157)	(34,178)
Resources deferred in the year	40,609	162,157
Deferred income at 31 March 2022	40,609	162,157

Deferred income represents income received during the current year for service agreements that run into future years.

17 Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £51,550 (2021 - £46,561).

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
Ashfield District Council - Serenity	(22,571)	-	-	22,571	-	-	-	-	-
NCC - Change That Lasts	10,503	18,900	(28,862)	-	541	-	(9,700)	9,159	-
NHS Nottingham CCG	7,441	-	-	-	7,441	-	-	-	7,441
Probation Trust - DLNR CRC	2,337	-	-	-	2,337	-	-	-	2,337
NCC - Serenity	-	114,700	(104,927)	-	9,773	114,771	(128,749)	4,205	-
Mansfield DC - Medium Risk Worker	18,281	-	-	-	18,281	-	-	-	18,281
Women's Aid Federation of England	27,450	(7,500)	(5,250)	(14,700)	-	-	-	-	-
Children in Need	11,282	35,810	(39,312)	-	7,780	9,002	(16,782)	-	-
	54,723	161,910	(178,351)	7,871	46,153	123,773	(155,231)	13,364	28,059

NCC - Change That Lasts
An approach that places the survivor at the heart and builds responses around her needs and the strengths and resources available to her. Developed by Women's Aid England it is a new strengths-based, needs-led approach that supports domestic abuse survivors to build resilience, and leads to independence.

NHS Nottingham CCG
Dedicated refuge accommodation providing a safe haven for services.

Probation Trust - DLNR CRC
Support female partners of those probation supervised offenders who have been convicted of domestic violence related offences.

NCC - Serenity
Funding of dispersed accommodation across the Ashfield area for women and their children who cannot access traditional refuge accommodation. To support victims of domestic abuse with safe accommodation.

Mansfield DC - medium risk worker
Funding for domestic violence medium risk intervention workers.

Women's Aid Federation of England
To improve the lives and health of women and girls through the pilot England 'Trusted Professional Scheme'.

Children in Need
To provide therapeutic support to children and young people who have witnessed domestic abuse.

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 31 March 2022	Balance at 31 March 2021
	£	£
PC replacement	47,925	15,612
Decorating	10,000	15,000
Website update	6,277	7,806
Emergency accommodation	-	9,500
Relocation of head office	16,295	25,150
Five year funding for Pets Project	45,000	164,286
Contingency fund	295,132	249,526
Projected service losses	231,504	89,100
Specialist consultancy	52,900	65,500
Additional rent, 5 year provision	87,000	80,000
	792,033	721,480

20 Analysis of net assets between funds

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Fund balances at 31 March 2022 are represented by:						
Tangible assets	157,954	-	157,954	80,713	-	80,713
Investments	858,453	-	858,453	828,561	-	828,561
Current assets/(liabilities)	261,811	28,059	289,870	454,365	46,153	500,518
	1,278,218	28,059	1,306,277	1,363,639	46,153	1,409,792

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	11,940	3,247

22 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

23 Cash generated from operations

	2022 £	2021 £
(Deficit)/surpus for the year	(103,515)	135,751
Adjustments for:		
Investment income recognised in statement of financial activities	(35)	(1,305)
Fair value gains and losses on investments	(29,892)	(107,815)
Depreciation and impairment of tangible fixed assets	44,356	11,804
Movements in working capital:		
Decrease/(increase) in debtors	38,597	(88,534)
Increase in creditors	234,582	83,510
(Decrease)/increase in deferred income	(121,548)	162,157
Cash generated from operations	62,545	195,568

Juno Women's Aid Headquarters
Suites 1, 8 & 9 Heathcote Buildings,
Heathcoat Street,
Nottingham,
NG1 3AA

24-hour helpline
0808 800 0340
Text relay is also available for callers who are deaf or hearing impaired. If using a telephone, prefix the helpline number by 08001. Interpretation is also available through the language line

Referrals and agency enquiries
0115 947 6490. or use our 24-hour helpline

General enquiries
0115 947 5257
enquiries@junowomensaid.org.uk

Media enquiries
communications@junowomensaid.org.uk

Fundraising enquiries
fundraising@junowomensaid.org.uk

Juno Women's Aid was formerly known as WAIS (Women's Aid Integrated Services)

JUNO Women's Aid

Safety.
Support.
Strength.

Annual Report and Financial Statements 2021-22
Charity No. 1094012 Company No. 4305710

JUNO WOMEN'S AID

England & Wales - Charity number 1094012

Accounts

JUNO WOMEN'S AID

(A company limited by guarantee
and not having a share capital)

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

COMPANY NO: 4305710

CHARITY NO: 1094012

Juno Women's Aid | 30 Chaucer Street | Nottingham | NG1 5LP
t: 0115 947 5257 e: enquiries@junowomensaid.org.uk w: www.junowomensaid.org.uk
Registered Charity number: 1094012 **Company number:** 4305710
Juno Women's Aid is a member of the Women's Aid Federation of England and the Helplines Partnership

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

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JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

COMPANY INFORMATION

Company number:	4305710 (limited by guarantee)
Registered charity number:	1094012
Trustee/Directors:	Helen Jebb Co-Chair Lee Harrison Co-Chair Sue Tongue Treasure Sue Gregory Lucia Swift Briony Storer (Resigned October 2021) Bopinderjit Dhillon Shakeera Chothia Christina Pamplin (Resigned August 2020) Chris Cutland (Resigned July 2020) Caroline Keenan (Appointed April 2020, Resigned May 2021) Pauline Dunkwu (Appointed November 2020) Sonia Long (Appointed October 2020
Key management personnel:	Chief Executive Officer: Yasmin Rehman Head of Finance/Business: Katherine Onion Heads of Service: Paula Clarke Carly Mason Rebecca Smith Val Williams Jennifer Allison – (Resigned August 2021)
Registered office and operational address:	30 Chaucer Street Nottingham NG1 5LP
Statutory Auditors:	Cobb Burgin Chartered Accountants and Statutory Auditor 3rd Floor Butt Dyke House 33 Park Row Nottingham NG1 6EE
Bankers:	Lloyds Bank 12-16 Lower Parliament Street Nottingham NG1 3DA
Investment Advisors:	St. James's Place 1 Tetbury Road Cirencester Gloucestershire GL7 1FP Handlesbanken Wealth Management 77 Mount Ephraim Kent TN4 8BS

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their annual report and audited financial statements for the year ended 31 March 2021.

The start of this financial year coincided with the Covid-19 global pandemic and the Government imposing nation-wide restrictions on movement. Covid-19: has had a significant impact on the domestic violence sector. The issue is now high up on the political agenda and there is an on-going public debate. Government restrictions on movement and increased demand for support have presented a range of challenges for Juno Women's Aid. The restrictions inevitably posed a significant challenge for the organisation as we moved from face to face, frontline support for women, children and young people to delivering much needed services remotely. This inevitably involved a challenge for staff with caring responsibilities and for new members of staff who had to commence their employment with Juno Women's Aid, working remotely. Despite the many challenges we have faced, services have been maintained throughout this period.

We have invested heavily in ensuring all staff have access to the necessary telephone and IT equipment in order to transition our services to remote working and via online platforms. We also offered 'gate introductions' to young people who wished to meet face to face in line with social distancing guidelines. Throughout the various periods of lockdown, our accommodation staff teams continued to provide face to face support to women, children and young people. Costs have been incurred in moving from office based to remote working (and will be again as we move back). There is an expectation that this may not be the only phase of limited office based working as local/national lockdowns may occur. Whilst Juno has been successful in securing funding to cover some of the costs of the emergency response to the pandemic not all costs have been covered.

In addition to the changes being implemented in response to the coronavirus pandemic, Juno began delivery of a new commissioned contract for services in South Nottinghamshire on 1 April 2020. Juno Women's Aid has undergone a significant restructure of its services in recent years with phase 1 being implemented thus far. Our new service model is underpinned by the principles of *Change that Lasts* – needs-led, strengths based and risk assessed approach to supporting survivors. The model is being evaluated and some funding has been secured for this.

Juno Women's Aid's Board of Trustees has set two-year business plans in the past. The last business plan covered the period 2018-2020. An interim strategic plan from 2020-22 is in place which will help set goals for the short, medium and longer term and ensure the ongoing viability and sustainability of the organisation whilst we address the new challenges resulting from the pandemic.

It is testament to the dedication and commitment of Juno Women's Aid staff, volunteers and trustees that we have continued to deliver vital services to women, children and young people in Nottingham and South Nottinghamshire during this incredibly challenging time. The board wish to thank all staff and volunteers for their contribution in such difficult times.

The company information set out on page 1 forms part of this report. The financial statements comply with the current statutory requirements, the memorandum and articles of association, the Companies Act 2006, and the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

Charitable Objects

The principle objects and activities of the charity are to enable women, teenagers, children and pets living with domestic abuse to be safer, to leave the abusive relationship and to rebuild their lives with hope for the future.

The Board of Trustees reviews our aims, objectives, and activities each year. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. This report looks at what we have achieved and the outcomes of our work throughout 2020-2021.

Our Vision

Juno Women's Aid's vision is of a world where women, teenagers and children live their lives free from domestic and sexual abuse and violence.

Our mission

Juno Women's Aid exists to reduce the harm caused by domestic abuse. Our aim is to work to prevent domestic violence and abuse as well as providing services to meet the needs of survivors. Our work is holistic and empowering, working alongside survivors to achieve independent lives free from violence and abuse.

Our aims

Juno Women's Aid aims to:

- Support and empower women and children and strengthen families
- Raise awareness about domestic abuse and its effects on women and children
- Challenge the taboo of silence and misperceptions about domestic abuse
- Ensure the provision of specialist services to counteract domestic violence and abuse run by women for women, young women and children.
- Change lives

Our values

Our values are what inspire us, they determine what we do, how we do it and what we are trying to achieve.

- **Courageous**
  We are not fazed by the challenges that come our way, we fight the cause of women suffering the trauma of domestic abuse with courage and determination.
- **Diverse**
  We help women in our community who have settled here from all over the world, and we provide services that are sympathetic to the needs associated with their diversity.
- **Resourceful & Relentless**
  We never give up, we persevere and always do everything we can to find solutions in the most difficult of circumstances, we are committed to the women we help.
- **Expert**
  We are specialists in our field, we are a charity run by women for women. We are knowledgeable, focused and committed to our cause.
- **Compassionate**
  We shelter, we protect, we nurture, with empathy and compassion.

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Our ways of working

- We will always believe women and children
- We are non-judgemental
- We will hold the voice of the women and children we support at the heart of everything we do
- We are passionate about supporting women and children no matter how complex their needs
- We will actively seek to make our services accessible to the diversity of women and children living in the communities we serve
- We work closely with partner agencies to increase the safety of women and children and reduce the harm caused by domestic violence

Our beliefs and ethos

We believe that:

- Domestic violence is a cause and consequence of gender inequality
- Responsibility for domestic violence always lies with the abuser
- Specialist services provided by women in safe, women-only spaces have the potential to transform the lives of women and children
- Only by working in partnership with others will we be able to protect women and children and meet their needs for support
- The diversity of our staff, volunteers and trustees makes us a stronger organisation and better able to meet the needs of women and children
- We are proud to be a feminist organisation

Governance

Juno Women's Aid is a company limited by guarantee and a registered charity with a diverse Board of Trustees who are both experienced and new to Juno. The Board has continued to meet throughout the Covid-19 pandemic and be actively involved in governance and scrutiny.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Activities

All of our charitable activities focus on supporting and improving the lives of women, teenagers and children in Nottingham City and South Nottinghamshire (Ashfield, Broxtowe, Gedling and Rushcliffe) and are undertaken to further our charitable purposes for the public benefit.

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Strategic Aims:

1. We will provide specialist services for women, children and teenagers experiencing domestic abuse:
2. We will deliver our services in an inclusive way by recognising the specific experiences of different groups of women and children who are living with or have experienced domestic violence and abuse:
3. We will offer services to children and teenagers that is on a par with our work with women survivors:
4. We will manage change effectively and with wellbeing in mind develop an organisation and staff who work flexibly:
5. We will ensure that Juno proactively seeks the resources it needs to deliver its mission, aims and key objectives effectively:

For each strategic priority listed above, there are core programmes of activity that we continue to develop during the year. These are outlined in our Interim Strategic and Business Plan 2020-22.

Activities and achievements against our objectives for 2020-2021

Specialist services to women, teenagers and children

We fulfil our charitable objects and aims by delivering a wide range of specialist services for women, teenagers and children experiencing domestic violence. Our services provide holistic, end-to-end support to survivors along every step of their journey from crisis to recovery from harm and beyond – from survival to independence and autonomy.

Our full range of services during the year included:

- A Freephone 24-hour domestic and sexual violence helpline, including a weekday drop-in service between the hours of 10 am and 4 pm
- Zola refuge accommodation for nine families with a focus on Black and minority women and children and a dedicated support service for children living at Zola Refuge
- Serenity dispersed refuge accommodation for six families in Ashfield
- Move On support for women and children leaving refuge in Nottingham City
- Survivor Advocacy Support Services (SASS) service in Nottingham City and South Nottinghamshire providing a crisis drop in, one to one outreach, resettlement support and group work programmes e.g. Freedom Programmes
- Independent Domestic Violence Advocates (IDVAs) for the Specialist Domestic Violence Court (SDVC) and Multi Agency Risk Assessment Conferences (MARACs) in Nottingham and South Nottinghamshire
- Integrated Offender Management IDVAs who work in partnership with Nottinghamshire Police and the National Probation Service to provide support to the female partners of prolific domestic abuse offenders
- Teen Advocate service in Nottingham for teenage girls aged 13 to 17 years experiencing domestic abuse in their intimate partner relationships

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- Children and Teen Advocate service in South Nottinghamshire for children aged 5 to 17 years experiencing abuse in the family and in their intimate relationship – this includes male teenagers
- R2C service (Response to Complexity) providing a referral pathway via the Juno Women's Aid Helpline to refuge accommodation for women with complex needs and outreach and resettlement support to women in the community
- Indigo service in South Nottinghamshire providing support to women in the community including for women with complex needs in relation to mental health, drugs and alcohol. The Indigo service provides dedicated referral pathways in partnership with the Police and Children's Social Care
- Stronger Families therapeutic group work programme in Nottingham City for children and their mothers
- Stalking IDVA service was set up in 2019 to support male and female victims of non domestic abuse stalking
- Young Voices (City) service provides one to one support to children and young people, aged 5-18 years who are living with or have experienced domestic violence or abuse and live within Nottingham City
- CYP Knife Crime (City) service provides one to one support to children and young people aged 5-17 years who have experienced domestic violence or abuse where there has been a knife related crime incident and live within Nottingham City
- Foster care for the pets of women and children escaping domestic abuse
- Volunteer project with a focus on creating opportunities for survivors and former service users to support the work of Juno Women's Aid and/or to enter employment, education and training
- Service User Involvement Forum for women using our services currently or in the past.

In the year 2020-21, Juno Women's Aid services provided direct one-to-one support to 2,147 women, 2,989 children were supported indirectly because their mothers were in receipt of a service, 315 children and young people had their own dedicated support worker and space to talk about their feelings, fears and hopes for the future and our Pet Fostering Service fostered 39 pets making it possible for women to move into refuge without fear that their pets would be left in reach of the abuser.

The number of women accessing services this year is the highest the charity has ever supported in a 12-month period and represents an unprecedented increase compared to 2019-2020.

Our Helpline responded to 17,320 calls in 2020-21. 47% of calls were from survivors themselves which indicates a high level of survivor confidence to phone the Helpline. Professionals accounted for a 39% of all calls, while the remainder 14% were from individuals associated with the survivor such as relative, friend and employer as well as silent calls.

In 2020-21 the Helpline team answered 17,320 calls, the highest yearly call count we have on record. Our busiest month was July 2020, with over 1,826 calls answered in the month, more than twice the amount of calls answered in July 2019 (860).

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During 2020-21, Juno Women's Aid continued to increase its support to children and young people experiencing and/or living with domestic violence and abuse.

- 2,989 children and young people were supported by Juno Women's Aid City and County Services
- 60 teenagers aged between 13 and 17 years experiencing domestic abuse in their own intimate partner relationships were supported by our Teen Advocate services
- 90 children and young people received one-to-one support via Juno Women's Aid Young Voices and knife crime project
- 315 children and young people received one-to-one support via Juno Women's Aid County services

22 women and 35 children were able to leave abusive situations whilst our Pets Project volunteers provided foster care to 39 pets which included 6 dogs, 20 cats, 2 mice, 5 rabbits, 3 chickens and 3 tropical birds.

25 women and 19 children stayed in our specialist BMER refuge while Serenity, our dispersed refuge in Ashfield, accommodated 18 women and 54 children. Serenity is one of a few refuges in England to be able to house women with larger families, women with older male children and women with mental health, drug and alcohol support needs.

The statements below are from survivors who have engaged with Juno Women's Aid services and took part in our Survivor Consultation event on 10 December 2019.

I spoke out after 30 years of abuse, advised about where to go and what to do.

Just having somebody to talk to give great advice and guidance.

Juno assigned me a support worker who listened to me and covered every area of support I needed.

Juno gave me emotional support whilst going through the court process.

"Juno helped me understand that it wasn't my fault"

Juno Women's Aid is one of the charities and support services who have responded to increased pressure during coronavirus. I fully appreciate how vital the service has been and know that yourself and your team have really gone the extra mile during covid-19. We developed the #NottinghamStar campaign because we firmly believe there are people and organisations who shine brightly during dark times. They help to bring light to others who may be lost in darkness. These people are Nottingham Stars and we would like to say how proud and grateful we are to each and every one of them. (Councillor Langton, Nottingham City Council – June 2020)

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Our ground-breaking work with women with complex needs in relation to alcohol, drugs and mental health continues to be independently evaluated and recognised at local and national level by Women's Aid England and other strategic partners.

Juno Women's Aid has an expertise in supporting women experiencing culturally harmful practices. In the year, our services supported 26 women experiencing honour based abuse, 12 women experiencing forced marriage and 1 woman who had experienced FGM.

> *"It really helped knowing that this service was available and made me feel reassured that I wasn't alone".* (Survivor)

Our staff and volunteers

Our workforce was relatively stable across the year. We began in April 2020 with 79 employees and 1 relief worker and ended the year with 80 employees, 7 relief workers and a pool of 7 temporary agency workers across all frontline support roles. 6 agency workers have been successfully recruited as a permanent member of staff.

Survivors and Volunteers

The ethos and activities of our organisation are underpinned and informed by the experiences of survivors. 25% of our staff team and 35% of volunteers who provide support to services are survivors of domestic violence either as adults or children.

Juno Women's Aid builds social capital by providing an important pathway from 'survivor' to 'thriver' through volunteering into employment. 20% of our staff team started their careers as volunteers either with Juno Women's Aid or other Women's Aid organisations in the city and county including one of our Senior Managers and two Team Leaders.

> *"I am proud to be a volunteer and part of Juno Women's Aid because it is a highly professional organisation, because they do make a difference to many women and children's lives. Juno offers a fantastic training for volunteers and is always totally supportive and valuing of their volunteers. I really do feel I am doing something worthwhile" Helpline Volunteer*

Whilst we welcome survivors into our organisation to be part of the Juno Women's Aid service delivery team we also wish to enable women to develop skills and experience to lead them into a range of different avenues of employment, training and education. We have worked closely with colleagues in Building Better Opportunities and with Nottingham Futures teams at Nottingham City Council developing closer partnerships and signposting survivors to their services.

We hope to build on this work in the coming year and ensure survivors of domestic violence and abuse are able to move forward to live autonomous lives.

Equalities, Diversity and Inclusion

Juno Women's Aid takes its equalities obligations very seriously and as a victim focussed organisation that primarily supports women and girls we are committed to continuous improvement in this regard.

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One of our strengths is the diversity of our staff, volunteers and trustees. We believe our diversity makes us a stronger organisation and more able to provide services that meet the needs of women and children from the diverse communities we serve. From an internal survey of our staff and volunteers, in June 2021:

- 35% identify as from a Black and Minority Ethnic background
- 29% identify as having a disability or limiting long term illness
- 13% identify as lesbian/bi-sexual.

Our staff and volunteer team speak 17 languages and three staff hold a British Sign Language qualification.

Juno Women's Aid is committed to building on the work undertaken to date on improving equalities, diversity and inclusion as an employer and as a service provider. We have begun an organisational review of our equalities and diversity policy and strategy and are consulting with staff, trustees, volunteers and survivors on key objectives for the coming years.

Training
Juno Women's Aid is committed to continuous professional development for our staff, trustees and volunteers. During this year staff were trained on the following:

- Modern Day Slavery and Trafficking
- Trafficking and Exploitation
- Level 2 Mental health and suicide awareness
- Escape the Trap
- If Toys Could Talk
- Moving and Handling
- Domestic homicide reviews
- Criminal Justice Issues from Survivor perspective
- Challenging failings by police and CPS
- Homelessness Reduction Act
- Welfare Reform Changes
- Immigration and No Recourse to Public Funds
- History of violence against women and girls and feminist reflections
- Police vetting processes and requirements
- Working with Children and Young People at Risk of Harm – County Lines
- Equality, diversity and inclusion training for all staff and trustees in February and March 2021.
- Policy training for all team managers and heads of service took place in March 2021
- 10 employees completed the Women's Aid England accredited DAPA course between Jan to April 2021. A second cohort of staff will be attending a further course from June to September 2021.

During this year the trustees completed training on the following:

- Charity Governance and Role of Trustees
- Finance management

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70% of our 18 IDVAs are Safe Lives qualified. 16 additional support workers are signed on to the Women's Aid England DAPA accredited training course. 2 Juno Women's Aid staff will be undertaking Safe Lives YPVA accredited training.

Juno Women's Aid staff supported the work of our partner organisation, Equation, and delivered training on the following:

- Honour based Abuse
- Reflective Practice
- Sex based services
- Training to volunteers working on the Helpline.

Fundraising, Marketing and Communications

In line with our strategy, we employed a Communications and Marketing Officer and a Fundraising Consultant who began work on the following specific fundraising activities to generate new income streams and build a network of supporters:

- Increasing our funding from trusts and foundations and diversifying our income streams in order to maintain sustainability into the future.
- Promoting Juno Women's Aid and our services across the Nottingham City, South Nottinghamshire and beyond through a coordinated programme of sector and community events, developing our website and by improving our social media presence specifically on Facebook, Twitter and LinkedIn, developing corporate partnerships.
- We have worked closely with partner organisations including Centre for Women's Justice, End Violence Against Women Coalition and Women's Aid organisations across the country on ensuring ongoing services during the government lockdown as a result of the global pandemic.
- Developed partnership with Tara's Angels to secure donations for services over the year e.g. presents for children in refuge.
- To broaden and secure our individual and corporate donor base.
- Improving internal communications via staff newsletter, blogs, etc.
- Develop a Communication and Marketing Strategy for 2020-25.
- Develop a Fundraising Strategy for 2020-25.

Corporate partnerships

Over the past year we have worked closely with Capital One, the Island Quarter Development Team and many others. We hope to continue to build on our corporate partnerships in the coming year.

Media and social media

We featured in media interviews with local radio and local and national press throughout the year on a range of issues including refuge accommodation funding. We remain a first point of contact for the Women's Aid England Media Relations Officer. We have worked closely with BBC Radio Nottingham in promoting the voices of survivors of domestic abuse and services available locally and took part in a week-long series of programmes focused around stories of three women who had received support from Juno Women's Aid.

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Premises

Our county teams are based at the John Folman Business Centre in Nottingham that provides easy access to the adjoining districts of Ashfield, Broxtowe, Gedling and Rushcliffe. We continue to experience problems with the building resulting from issues with the central heating system, water leaking through the windows and roof and electrical problems. We have also experienced considerable problems in our Clarendon Chambers premises including water leaking into the building and resulting damp and mould on the walls and ceilings. This had a significant negative impact on the teams based in these locations.

Our aim remains to have all Juno Women's Aid teams located together to promote improved cross-team communications and working.

Together with Nottingham Women's Centre (of which we are a tenant) and Nottinghamshire Sexual Violence Support Services, we began looking for alternative premises for the Women's Centre and planning for the move from the existing building which is scheduled for 2022. This will be a substantial undertaking, which we will do in partnership with Nottingham City Council and our partners. This presents challenges due to the limited availability of commercial properties at affordable and acceptable terms.

Our operational partnerships

Juno Women's Aid is the key commissioned provider of specialist domestic violence and abuse services in Nottingham City and South Nottinghamshire and is thoroughly embedded in and intrinsic to the domestic abuse strategic and operational structures. We are members of a wide range of bodies and networks including:

- Nottingham Domestic and Sexual Violence Strategy Group
- Nottinghamshire Domestic and Sexual Abuse Executive Group
- Nottinghamshire Domestic and Sexual Abuse Criminal Justice Group
- Nottingham Specialist Domestic Violence Steering Group
- Nottingham MARAC Steering Group and Nottinghamshire MARAC Steering Group
- Women and Girls in the Criminal Justice System Working Group
- Homelessness Interagency Forum
- Homelessness Prevention Strategic Implementation Group
- Sanctuary Steering Group
- Nottingham and Nottinghamshire Domestic Homicide Review Learning and Assurance Implementation Groups
- Nottinghamshire Domestic and Sexual Abuse Third Sector Forum
- Nottingham Domestic and Sexual Violence and Abuse Voluntary and Community Sector Forum

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Domestic violence and abuse is a complex issue which requires agencies to work closely together to ensure that risk of harm is managed and that support and care is holistic and based on an assessment of need. On a day to day basis, Juno Women's Aid staff and volunteers work with a very wide range of statutory and voluntary sector agencies. We are a member of the Multi Agency Risk Assessment Conference (MARAC) in Nottingham and South Nottinghamshire.

Our main offices are based in Nottingham Women's Centre along with Nottinghamshire Sexual Violence Support Services.

We participated in 5 Domestic Homicide Reviews (DHR) either as a panel member or domestic violence expert. A new quality assurance group was established in Nottinghamshire County of which Juno Women's Aid is a member.

We are also members of a national Women's Aid England CEO group which has been established in response to the challenges that have arisen as a result of the Government imposed restrictions on movement in response to the global coronavirus pandemic.

Our influence: raising awareness of domestic violence
Juno Women's Aid holds the voice of survivors at the heart of everything we do including our campaigning and influencing work. One of our strengths is our service user involvement. Despite our regional focus Juno Women's Aid is often a 'go-to' charity for national survivor consultation or pilot projects and our sphere of influence is national as a result.

We are actively involved in national research and campaigns led by Women's Aid England.

We continue to be part of a national campaign on the future of funding for refuges and work closely with local partners including the Police and Crime Commissioner, the Safer Nottinghamshire Board and our local MPs to lobby the MHCLG to extend emergency funding for refuges and to abandon their proposal to take refuges out of the housing benefit system.

Throughout the year, we were an active member of the Nottingham Domestic and Sexual Violence and Abuse Campaigns Group and took part in a range of local campaigning activities:

- 16 Days of Activism and White Ribbon events to raise awareness of International Day to Eliminate Violence against Women and Reclaim the Night to raise awareness of violence against women and girls – our CEO spoke at the rally.
- International Women's Day
- We co-delivered training to professionals on honor-based abuse, forced marriage and coercive control in partnership with Equation.

Our quality assurance
Juno Women's Aid has a quality assurance framework in place which underpins all of our activities. We are strongly committed to reflective practice and the process of continuous improvement. We consider ourselves to be a learning organisation and seek to contribute to the local and national evidence base of the effectiveness of our services to survivors. In February 2020, Juno's Board established a Quality Assurance Sub Group. This sub group will ensure the organisation meets its obligations in line with our Quality Assurance policy, learning from serious case reviews and domestic homicide reviews and in line with the sector quality standards. The sub group is led by Co-Chair of the Board, Helen Jebb.

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We are accredited to Women's Aid England National Quality Standards and Safe Lives Leading Lights. We believe that these two quality marks demonstrate evidence of the high quality of services Juno Women's Aid provides and increases survivor and partner agency confidence in the work we do.

We are now able to produce coherent cross-organisation anonymised data on service users, their support needs and service outcomes to produce an evidence base of what works, unmet need and emerging need. In recent months we have seen an increase in survivors seeking information disclosures for civil and criminal court proceedings.

Our Complaints Policy is publicised to service users and available on our website. All complaints are investigated by a manager, reported to the Board of Trustees by the Chief Executive Officer and the learning identified and actioned.

Our Staff

New staff are inducted into their role using the Juno Women's Aid Induction Programme. We have a buddy system which enables a new member of staff to shadow an experienced member of staff delivering a similar service. There is a review of performance at 3 months and a formal appraisal at 6 months. The 6 month probationary period will be extended where a staff member is unable to demonstrate competence and additional support and/or training put in place.

Juno Women's Aid has policies and procedures in place to ensure quality standards in the recruitment and selection of staff; staff supervision and performance monitoring; staff learning and development. We regularly review our HR policies through consultation with staff and with UNISON with whom we have a trade union recognition agreement.

Staff receive formal and planned supervision every 6 weeks and an annual appraisal. The appraisal identifies development and performance objectives and targets for the coming year which are monitored as part of the supervision process. We offer clinical supervision to all frontline staff.

"Juno Women's Aid is an amazing organisation to work for with service user's needs at heart"

"Juno Women's Aid is a great employer and am proud to be part of a great charity"

"I love working for Juno Women's Aid. Couldn't imagine being more passionate about something"

"Despite all the challenges, I love my job and the people I work with"

"Juno Women's Aid Senior Management Team work very hard to ensure staff and the women we work with are supported and listened to"

Thank you

We would like to say a huge thank you to our supporters who have fundraised for us or given grants to ensure that we can keep supporting women and their families. As austerity cuts continue, your support is very much appreciated.

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Structure, governance and management

Juno Women's Aid is a charitable company limited by guarantee, incorporated on 15 October 2001 and registered as a charity in 2002. The company was established under a Memorandum of Association (amended 18 March 2008) which establishes the objects and powers of the charitable company and is governed under its Articles of Association.

The directors of the company are also charity Trustees for the purposes of charity law and under the company's Articles are known as the members of the Board of Trustees. Trustees are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

The Board of Trustees is responsible for overseeing the strategic direction and policy of the charity and delegates the responsibility for the day to day operation to the Chief Executive Officer. The Co-Chairs carry out monthly supervision with the Chief Executive Officer.

The Board of Trustees meets monthly and in this year, meetings were held remotely. The Board receives written performance and themed reports and proposals from the Chief Executive and Senior Management Team to ensure decision-making is evidence and risk based as well as costed. Trustees also undertake in-depth strategic work in a number of Sub Groups which meet regularly and report to the Board.

These groups are:

- Finance Sub Group, comprising the Chief Executive Officer, the Treasurer and the Head of Finance and Business Support oversees the financial arrangements of the organisation.
- Human Resources Sub Group comprising the Chief Executive Officer, Head of HR, and two trustees provides advice and guidance on complex workforce matters.
- Fundraising and Communications Sub Group comprising the Chief Executive Officer, Fundraising Manager, Communications and Marketing Officer and two trustees.
- Quality Assurance Sub Group comprising the Chief Executive Officer, three operational heads of service, quality and performance manager and trustee/safeguarding lead. The sub group is led by Co-Chair of the Board, Helen Jebb.

The Chief Executive Officer and Senior Management Team ensure that Juno Women's Aid delivers high quality services, meets contractual obligations and conditions of grant aid and provides safe and secure conditions of employment and placement for the staff and volunteer team including supervision, support and continuous development of their skills and knowledge.

The Senior Management Team meets weekly to oversee the management of the organisation. Team Leaders are responsible for running the day to day activities with their staff teams delivering services to women, teenagers and children living in the community and our refuge accommodation. Full Management Team meetings are held monthly.

The activities of the organisation are supported by a core team which provides administrative, business, communications, finance, human resources and performance information.

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Recruitment of Trustees

Juno Women's Aid recruits women to the Board of Trustees who have the skills, knowledge and commitment to take overall responsibility for the organisation.

All prospective trustees receive information about Juno Women's Aid, the range of services it provides and its values and ethos. Prospective trustees meet with one of the Co-Chairs and the Chief Executive Officer. On appointment, new Trustees are provided with an induction pack which contains:

- The obligations of the Board of Trustees
- The legal framework of the charity including the Memorandum and Articles of Association
- The current financial position as set out in the latest published accounts
- The Juno Women's Aid five-year Strategic Plan and one year Business Plan

Additionally, new Trustees are able to access training in areas such as governance, human resources, financial management and domestic abuse including courses provided through Equation, Nottingham Community and Voluntary Services and Community Accounting Plus. They are also invited to meet with services provided by Juno Women's Aid in order to familiarise themselves with the charity, the various projects and the context within which they operate.

A skills audit is conducted biannually and any gaps identified are met through targeted recruitment, training and guidance from the Chief Executive Officer and other members of the Board of Trustees. The Board seeks to ensure that Trustees have sufficient skills, knowledge and experience required to run a medium-size charity.

Risk Management

The Board of Trustees actively and routinely reviews all major risks to which the charity is exposed and these are documented in a risk register which details risks, their assessment, controls in place, net risks, responsibilities and review process. Areas of risk included are governance, operations, finance, human resources, external environment, legal and regulatory, reputation, disaster recovery and planning. The plan includes events that are unlikely but would have a very high impact were they to occur as well as events that have a high probability of occurrence but whose impact would be insignificant. As well as an organisational risk register, risk management plans are put in place for new contracts and current key risks are reported by the Chief Executive Officer at each meeting of the Board of Trustees. The Board is very aware of the dynamic nature of risk in the environment in which we operate.

Related Parties

Juno Women's Aid is a full member of Women's Aid Federation of England, the End Violence Against Women Coalition, Women's Resource Centre and The Helplines Partnership.

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Financial Review

The charity's total income for 2020-2021 amounted to £2,452,922 (2019-2020: £2,098,885). Its assets are available and adequate to fulfil its obligations. Total expenditure amounted to £2,424,986 (2020: £2,119,103). The net incoming resources for the year after unrealised gains/losses amounted to £135,751. Although we have ended the year with income of £135,751, it should be noted that we received £81,756.94 which has been recognised as income for the year but the expenditure for which will be utilised in the 2021-22 financial year.

The total reserves at 31 March 2021 amount to £1,409,792, of which £46,153 is allocated to restricted funds leaving £1,363,639 retained as total unrestricted funds, which included designated funds of £721,480.

Free reserves at 31 March 2021 were £561,446, which are made up of unrestricted reserves less tangible assets.

Principal Funding Sources

Juno Women's Aid has continued to receive funds from a wide range of sources and a summary of our principal sources is laid out below.

Ashfield District Council	£ 33,363
Children in Need	£ 35,810
Garfield Weston	£ 45,000
Nottingham City Council CDP	£ 1,133,366
Notts County Council	£ 941,591
Nottinghamshire Police and Crime Commissioner	£ 42,228
The Book Trust	£ 21,296
Ministry of Justice	£ 120,210

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Reserves Policy

The Board of Trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds, not committed, should equate to 3-6 months projected expenditure. At that level the charity should, in the event of decline in funding, be able to continue all activities until funding is replaced or activities altered. Money from reserves has been designated for development work which has not been possible in previous years. A level of core activities is funded from unrestricted reserves.
Current reserves are £1,282,926 which equates to approximately 6 months project expenditure. This includes £721,480 which has been designated for specific items of expenditure.

Investment Policy

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Juno Women's Aid not immediately required for its own purposes. Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long term investment. Having considered the options available, the Board of Trustees decided to invest the amount that it has available in a high interest Virgin Money Savings account and unit trusts managed by St James's Place Wealth Management and Handelsbanken. The performance of the unit trusts account has shown an increase of £107,815 during this financial year.

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustee's annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UKGAAP).

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources including income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Observe the methods and principles in the Charities SORP
- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

In so far as the trustees are aware at the time of approving our trustees annual report.

- there is no relevant audit information of which the company's auditors are unaware; and the trustees have taken all the steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

This report is prepared in accordance with the Charities SORP (FRS 102) (effective 1 January 2019) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Board of Trustees on 4/11/21 and signed on its behalf by

H Jebb

L Harrison

Helen Jebb - Trustee

Lee Harrison - Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF JUNO WOMEN'S AID

Opinion

We have audited the financial statements of Juno Women's Aid (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities (including Income and Expenditure Account), the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

JUNO WOMEN'S AID
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In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

JUNO WOMEN'S AID
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Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We considered the nature of the charitable companies activities and its control environment. We also enquired of management about their identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework in which the charitable company operates and identified key laws and regulations that:

- Had a direct effect on the determination of material amounts and disclosures in the financial statements, which included the Companies Act 2006, tax legislation and payroll legislation; and
- Did not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate.

We discussed among the audit engagement team the opportunities and incentives that may exist within the organisation for fraud and how / where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of accounting adjustments and journal entries, assessed whether accounting estimates were reasonable and accurate and reviewed the accounting records for any significant and unusual transactions.

In addition, our procedures to respond to the risks identified included:

- Reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Performing analytical procedures to identify any unusual or unexpected variances that may indicate risks of material misstatement due to fraud;
- Enquiring of management about any instances of non-compliance with laws and regulations and any instances of known or suspected fraud.
- Reading minutes of meetings of those charged with governance

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

JUNO WOMEN'S AID
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A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 10 Th November 2021

Philip Handley FCA (Senior Statutory Auditor)
For and on behalf of Cobb Burgin
Chartered Accountants & Statutory Auditor
3rd Floor
Butt Dyke House
33 Park Row
Nottingham
NG1 6EE

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Restricted	Designated	Unrestricted	Total	2020
Income						
		£	£	£	£	£
Donations and legacies	3	-	-	76,087	**76,087**	9,584
Income from charitable activities	4	161,910	-	2,210,701	**2,372,611**	2,085,378
Other trading activities						
Fundraising				2,919	**2,919**	1,697
Investment income						
Bank interest		-	-	1,305	**1,305**	2,226
Total income		161,910	-	2,291,012	**2,452,922**	2,098,885
Expenditure						
Raising funds		-	-	-	**-**	703
Expenditure on charitable activities	5	178,351	-	2,246,635	**2,424,986**	2,118,400
Total expenditure		178,351	-	2,246,635	**2,424,986**	2,119,103
Net gains/(loss) on investment	12	-	-	107,815	**107,815**	(42,992)
Net incoming/(outgoing) resources		(16,441)	-	152,192	**135,751**	(63,210)
Transfer between funds	16	7,871	(74,821)	66,950	**-**	-
Net movement in funds in the year		(8,570)	(74,821)	219,142	**135,751**	(63,210)
Funds brought forward	16	54,723	796,301	423,017	**1,274,041**	1,337,251
Funds carried forward	16	46,153	721,480	642,159	**1,409,792**	1,274,041

The statement of activities includes all gains and losses in the year. All incoming resources and resources expended from continuing activities.

The notes on pages 26 to 38 form an integral part of these financial statements

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

COMPANY NUMBER 4305710
BALANCE SHEET AS AT 31 MARCH 2021

	Notes		2021		2020
		£	£	£	£
Fixed assets					
Tangible assets	11		**80,713**		23,562
Investments	12		**828,561**		720,746
			909,274		744,308
Current assets					
Debtors	13	**123,668**		35,134	
Cash at bank and in hand		**750,506**		622,588	
		874,174		657,722	
Liabilities					
Creditors: amounts falling due within one year	14	**373,656**		127,989	
Net current assets			**500,518**		529,733
Total assets less current liabilities			**1,409,792**		1,274,041
The Funds of the charity					
Unrestricted funds	15/16		**642,159**		423,017
Designated	15/16		**721,480**		796,301
Restricted funds	15/16		**46,153**		54,723
Total funds	15/16		**1,409,792**		1,274,041

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard 102.

These financial statements were approved by the Board of directors on 4 November 2021 and signed on its behalf by:

Helen Jebb - Trustee

Lee Harrison - Trustee

The notes on pages 26 to 38 form an integral part of these financial statements

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
Cash provided by operating activities	1	**195,568**	42,286
Cash flows from investing activities			
Interest income/(expenditure)		**1,305**	2,226
Capital expenditure		**(68,955)**	(12,082)
		(67,650)	(9,856)
Increase/(decrease) in cash and cash equivalents	2	**127,918**	32,430
Cash and cash equivalents at 1 April 2020		**622,588**	590,158
Total cash and cash equivalents at 31 March 2021		**750,506**	622,588

The notes on pages 26 to 38 form part of these financial statements

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

1. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income/(expenditure) for the year before interest received and paid	**26,631**	(22,444)
Depreciation charges	**11,804**	9,538
Profit on disposal	**-**	-
(Increase)/Decrease in debtors	**(88,534)**	90,301
Increase/(Decrease) in creditors	**245,667**	(35,109)
Net cash inflow from operating activities	**195,568**	42,286

2. ANALYSIS OF CHANGES IN NET FUNDS

	1 April 2020 £	Cash flow £	**31 March 2021 £**
Net cash			
Cash at bank and in hand	622,588	127,918	**750,506**

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

1. STATUTORY INFORMATION

Juno Women's Aid is a private company, limited by guarantee, registered in England and Wales. In the event of the charity being wound up the liability in respect of the guarantee is limited to £1 per member of the charity. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The trustees consider that there were no material uncertainties about the charities ability to continue as a going concern.

Juno Women's Aid meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Donated Goods

The charity has not received any material donated goods for its own use. Small items are not recognised in the Statement of Financial Activities. The monetary value of volunteer services are not recognised in the Statement of Financial Activities.

Fund Accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

Expenditure and Irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of its activities and services for beneficiaries it includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

- Other expenditure represents those items not falling into any other heading.

  Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support cost allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Overheads have been allocated pro rata based on staff time.

Hire Purchase and Leasing Commitments

Rentals paid under operating leases are charged to the income and expenditure account on a straight line basis over the period of the lease.

Fixed Assets

Fixed assets are included in the balance sheet at cost less accumulated depreciation. Depreciation had been provided to write off the cost of fixed assets over their estimated useful lives at the following rates per annum:

Fixtures, fittings and equipment - 20% on cost
Assets costing less than £500 are not generally capitalised.

Debtors

Trade and other debtors are recognized at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at Bank and in Hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions

The pension costs charged in the financial statements represent the contribution payable by the company during the year and are apportioned pro-rata across activities based on staff time.

Listed Investments

Listed investments are stated at market value at the year end. Gains and losses on disposal and revaluation of investments are charged or credited to the SOFA.

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

3. DONATIONS AND LEGACIES

	Helpline	Children & Teen services	IDVA Services	Refuges & Accommodation	Outreach	Other	Total	2020
Deborah B	-	-	-	-	-	21,509	**21,509**	-
Cartwright Communications	-	-	-	-	-	10,000	**10,000**	-
Various donations under £10k	-	-	205	50	4,583	39,740	**44,578**	9,584
	-	**-**	**205**	**50**	**4,583**	**71,249**	**76,087**	9,584

4. INCOME FROM CHARITABLE ACTIVITIES

	Helpline	Children & Teen services	IDVA Services	Refuges & Accommodation	Outreach	Other	Total	2020
Other income	-	-		939	-	1,307	**2,246**	6,100
Public funding								
Ashfield District Council	-	-	-	33,364	-	-	**33,364**	116,651
Brook Trust	-	21,296	-	-	-	-	**21,296**	17,834
Gedling Borough Council	-	-	-	-	5,000	-	**5,000**	-
Ministry of Justice	-	-	-	-	-	120,210	**120,210**	-
Garfield Weston	-	-	-	-	-	45,000	**45,000**	-
NHS Mansfield and Ashfield CCG	-	-	-	-	-	-	**-**	8,309
Nottingham City CDP	173,330	18,900	722,197	157,295	-	61,644	**1,133,366**	1,147,477
Notts County Council	84,894	25,406	600,000	197,286	-	34,005	**941,591**	708,902
Notts Police and Crime Commissioner	-	15,000	2,228	-	-	25,000	**42,228**	16,647
Children in Need	-	35,810	-	-	-	-	**35,810**	33,458
Womens Aid Federation of England	-	-	-	-	-	(7,500)	**(7,500)**	30,000
	258,224	**116,412**	**1,324,425**	**388,884**	**5,000**	**279,666**	**2,372,611**	2,085,378

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Helpline	Children & Teen services	IDVA services	Refuges & Accommodation	Outreach	Other	Total
Depreciation	-	-	-	-	-	11,804	**11,804**
Direct charitable	6,857	7,417	48,924	100,539	1,363	6,209	**171,309**
Travel	7	1,929	196	294	-	743	**3,169**
Mobile phones	2,869	2,731	9,584	2,599	32	5,917	**23,732**
Consultancy	-	1,700	19,655	-	-	43,438	**64,793**
Wages & agency cost	173,858	217,739	789,617	207,051	3,769	137,425	**1,529,459**
Support costs (see note 6)	57,641	133,499	262,669	59,980	43	106,888	**620,720**
	241,232	**365,015**	**1,130,645**	**370,463**	**5,207**	**312,424**	**2,424,986**

6. ANALYSIS OF SUPPORT COST

	Helpline	Children & Teen services	IDVA services	Refuges & Accommodation	Outreach	Other	Total
Wages & agency cost	39,468	106,635	180,389	51,793	-	53,688	**431,973**
Establishment costs	8,313	9,315	31,275	(2,585)	-	11,097	**57,415**
Staff Training	92	6,100	12,235	129	-	25,090	**43,646**
Insurance	759	1,166	3,454	1,212	-	364	**6,955**
Legal and professional	865	1,046	3,245	829	-	271	**6,256**
IT support	5,265	6,263	20,632	5,165	43	3,298	**40,666**
Other admin costs	2,054	1,700	7,744	2,495	-	11,110	**25,103**
Governance costs	825	1,274	3,695	942	-	1,970	**8,706**
	57,641	**133,499**	**262,669**	**59,980**	**43**	**106,888**	**620,720**

JUNO WOMEN'S AID
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NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

7. NET INCOMING RESOURCES

	2021 £	2020 £
This is stated after charging:		
Depreciation and other amounts written off tangible assets	**11,804**	9,538
Auditors' remuneration - audit services	**3,000**	3,000
- accountancy services	**4,565**	3,672
Pension contributions	**46,561**	44,914
Operating lease	**42,945**	48,565

8. TRUSTEES REMUNERATION

No members of the Board of Trustees received any remuneration during the year. Travelling expenses of £ 94 (2020: £306) were reimbursed to 3 (2020:4) trustees during the year.

9. STAFF COSTS AND NUMBERS

	2021 £	2020 £
Staff costs were as follows:		
Salaries and wages	**1,642,081**	1,556,050
National insurance	**129,943**	119,618
Pension contributions	**46,561**	44,914
	1,818,585	1,720,582

No employee received emoluments of more than £60,000

Total key management personnel benefits for the year amounted to £ 247,109 (2020: £218,920).

The average number of employees during the year was 80 (2020:82).
This equates to full time equivalent of 66 (2020:62)

During the year the Juno Women's Aid operated a defined contribution pension scheme in respect of 80 (2020:82) employees. This covers all those staff that meet the eligibility criteria for Auto Enrolment.

The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company.

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

10. COMPARATIVE FOR THE STATEMENT OF FINANCIAL ACTIVITY

	Restricted	Designated	Unrestricted	Total
Income	£	£	£	£
Donations and legacies	-	-	9,584	**9,584**
Income from charitable activities	168,899	-	1,916,479	**2,085,378**
Other trading activities				
Fundraising	-	-	1,697	**1,697**
Investment income				
Bank interest	-	-	2,226	**2,226**
Total income	168,899	-	1,929,986	**2,098,885**
Expenditure				
Raising funds	15	-	688	**703**
Expenditure on charitable activities	139,317	-	1,979,083	**2,118,400**
Total expenditure	139,332	-	1,979,771	**2,119,103**
Net gains/(loss) on investment	-	-	(42,992)	**(42,992)**
Net incoming/(outgoing) resources	29,567	-	(92,777)	**(63,210)**
Transfer between funds	67	108,331	(108,398)	**-**
Net movement in funds in the year	29,634	108,331	(201,175)	**(63,210)**
Funds brought forward	25,089	687,970	624,192	**1,337,251**
Funds carried forward	**54,723**	**796,301**	**423,017**	**1,274,041**

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

11. TANGIBLE FIXED ASSETS

	Fixtures fittings & equipment	Total
Cost	£	£
At 1 April 2020	91,861	91,861
Additions at cost	68,955	68,955
Disposals		
At 31 March 2021	160,816	160,816
Depreciation		
At 1 April 2020	68,299	68,299
Charge for the year	11,804	11,804
Disposals		
At 31 March 2021	80,103	80,103
Net book values		
At 31 March 2021	80,713	80,713
At 31 March 2020	23,562	23,562

12. FIXED ASSET INVESTMENTS

	Listed investments
Market value at 1 April 2020	720,746
Additions	-
Disposals	-
Unrealised gain/(loss)	107,815
At 31 March 2021	828,561

The historical cost of listed investments at 31 March 2021 was £650,000 (2020: £650,000). There were no investment assets outside the UK.

13. DEBTORS

	2021	2020
	£	£
Grants receivable	**88,988**	13,642
Other debtors	**9,982**	1,156
Prepayments	**24,698**	20,336
	123,668	35,134

JUNO WOMEN'S AID
(A company limited by guarantee and not having a share capital)

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

14. CREDITORS: AMOUNTING FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Deferred income	**162,157**	34,178
Trade creditors	**69,480**	21,316
Accruals	**73,301**	41,492
PAYE	**34,737**	-
Other creditors	**33,981**	31,003
	373,656	127,989

Deferred Income

	2021	2020
	£	£
Income received for service agreements that run into future years	**54,704**	21,509
Funding conditions not met	**43,000**	2,359
Grants to repay 2021/2022	**64,453**	10,310
	162,157	34,178

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Designated	Unrestricted	Total	2020
	£	£	£	£	£
Tangible fixed assets	-	-	909,274	**909,274**	744,308
Current assets	46,153	721,480	106,541	**874,174**	657,722
Current liabilities	-	-	(373,656)	**(373,656)**	(127,989)
	46,153	721,480	642,159	**1,409,792**	1,274,041

JUNO WOMEN'S AID
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NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

16. MOVEMENTS IN FUNDS

	As at 1 April 2020 £	Transfers £	Incoming resources £	Outgoing resources £	As at 31 March 2021 £
Restricted funds					
Ashfield District Council -					
Serenity	(22,571)	22,571	-	-	-
NCC – changed that lasts	10,503	-	18,900	(28,862)	**541**
NHS Nottingham CCG	7,441	-	-	-	**7,441**
Probation Trust (DLNR CRC)	2,337	-	-		**2,337**
NCC - Serenity	-	-	114,700	(104,927)	**9,773**
Mansfield District Council					
Medium Risk Worker Hucknall	18,281	-	-	-	**18,281**
Women's Aid Federation of England	27,450	(14,700)	(7,500)	(5,250)	-
Children in Need	11,282	-	35,810	(39,312)	**7,780**
	54,723	7,871	161,910	(178,351)	**46,153**
Unrestricted funds:					
General fund:	423,017	66,950	2,398,827	(2,246,635)	**642,159**
Designated fund	796,301	(74,821)	-	-	**721,480**
Total funds	1,274,041	-	2,560,737	**(2,424,986)**	**1,409,792**

JUNO WOMEN'S AID
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NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

The following restricted funds have been identified:

DLNR CRC	Support female partners of those probation supervised offenders who have been convicted of domestic violence related offences.
Children in Need	To provide therapeutic support to children and young people who have witnessed domestic abuse.
Change That Lasts	An approach that places the survivor at the heart and builds responses around her needs and the strengths and resources available to her. Developed by Women's Aid England it is a new strengths-based, needs-led approach that supports domestic abuse survivors to build resilience, and leads to independence.
NHS Nottingham CCG	Dedicated refuge accommodation proving a safe haven for services.
Serenity	Funding of dispersed accommodation across the Ashfield area for women and their children who cannot access traditional refuge accommodation. To support victims of domestic abuse with safe accommodation.
Mansfield District	Funding for domestic violence medium risk intervention workers.
Women's Aid Federation of England	To improve the lives and health of women and girls through the pilot England "Trusted Professional Scheme".

17. MOVEMENTS IN FUNDS (Continued)

The following designated funds have been identified.

	£
• Five year funding of unfunded activities	-
• PC replacement	15,612
• Decorating	15,000
• Website update	7,806
• Emergency accommodation	9,500
• Relocation of head office	25,150
• Five year funding for Pets Project	164,286
• Contingency fund	249,526
• Projected service losses	89,100
• Specialist consultancy	65,500
• Marketing	-
• Additional rent, 5 year provision	80,000
	721,480

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NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

18. OPERATING LEASE COMMITMENTS

	Property £	2021 £	2020 £
Expiring within one year	3,247	**3,247**	3,247
Between one and five years	-	**-**	-
	3,247	**3,247**	3,247

19. COMPANY LIMITED BY GUARANTEE

The company has limited liability which is guaranteed by the members. In the event of a winding up this liability is restricted to £1 per member.

20. RELATED PARTY TRANSACTIONS

There were no related party transactions requiring disclosure undertaken during the year.

21. CAPTAL COMMITMENTS

At the balance sheet date, the Charity was committed to capital expenditure totaling £nil (2020: £nil).

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