

THE JUNO PROJECT

England & Wales · Charity number 1176628

Details

Status Registered

Legal form CIO

Registered 2018-01-11

Register [View on the Charity Commission register](#)

Contact

Address 49 Station Road
Polegate
Sussex
BN26 6EA

Phone 07838607155

Email admin@thejunoproject.co.uk

Website www.thejunoproject.co.uk

Activities

Objects: TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE IN PARTICULAR YOUNG GIRLS OR YOUNG WOMEN OF SCHOOL AGE WHO HAVE EXPERIENCED SIGNIFICANT CHALLENGES IN THEIR LIVES INCLUDING DRUG/ALCOHOL/OR OTHER ADDICTION, DOMESTIC VIOLENCE, POVERTY, HEALTH ISSUES, LEARNING DIFFICULTIES, HOMELESSNESS, MENTAL HEALTH, EXCLUDED/ABOUT TO BE EXCLUDED FROM SCHOOL, ABUSE, BULLYING, ANGER MANAGEMENT AND/OR PARENTS WHO HAVE EXPERIENCED THE ABOVE BY:PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS

Activities: We support vulnerable and marginalised young women to develop confidence and self esteem, stay in education and reach their highest potential.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£66,086	£52,145	-	-
2024-03-31	£37,462	£47,751	-	-
2023-03-31	£73,300	£45,492	-	-
2022-03-31	£19,021	£32,794	-	-
2021-03-31	£86,465	£63,528	-	-

Trustees

Name	Role	Appointed
Alexandra Louise Gray		2021-12-01
Emma Banks		2022-02-21
Farida Yahaya		2025-06-26
Geoffrey Cherrill		2022-06-06

THE JUNO PROJECT

England & Wales - Charity number 1176628

Accounts



THE JUNO PROJECT: ANNUAL REPORT 2024/2025

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Our mission and vision

The Juno Project's mission is to enthuse, encourage and empower marginalised and vulnerable young women, whose circumstances may lead to a reduction in life choices.

Following its inception in 2017, The Juno Project has supported over 700 girls and young women to grow their confidence and self-esteem and to stay engaged in their education, using a strengths-based approach, rooted in lived experience.

Current research shows that young women make up the highest-risk group for mental health issues. A quarter of young women self-harm – more than twice the rate for young men, and this figure is growing. Numerous studies acknowledge that being able to manage emotions is critical for achievement, and the ability to establish positive relationships. Dysregulation due to Adverse Childhood Experiences (ACE) impacts negatively on executive function and there is a strong correlation between poor mental health and ACE, which are now widely acknowledged as being detrimental across a range of ongoing and diverse life outcomes, including physical health and longevity.

As a result, many girls and young women (GYW) with unmet emotional needs and untapped potential, leave school without the environment or tools they need to grow beyond their trauma and challenge, nurture their self-worth and recognise their abilities and aspirations. This issue has huge implications for the life outcomes of all these young women, along with the family unit and society at large, placing strain on social institutions, health, well-being, and community resources.

We provide positive female role models, with lived experience of overcoming childhood challenges, to generate trust, and create safe and reflective environments in which young women can begin to explore their experiences and learn tools to help emotional regulation. All our work is framed by the question:

'What are your gifts and how will you use them?'

Our vision is a world where all young women can develop the confidence, self-awareness, and empowerment to reach their fullest potential, share their gifts and make meaningful contributions to their communities.

Background

The Juno Project was set up in 2017 by Ali Golds, a coach, motivational speaker, and entrepreneur who was named by The Independent as one of 20 female ground breakers of 2017. Ali is a survivor of childhood and adult trauma, and she set up The Juno Project to make a positive difference to the lives of young women and girls, with an initial focus on supporting participants to avoid school exclusion, through growing confidence, aspiration, entrepreneurship, and employability.



The current CEO began her tenure in January 2022, pulling together with an all new, skilled, and committed board of trustees to provide robust governance, to generate financial stability and to use our agility as a small organisation to adapt our work to meet new and emerging issues and to better meet the needs of our stakeholders.

Legal overview

FOUNDER: Ali Golds

FOUNDING PROPOSALS: To advance in life young women of school age who have experienced significant challenges

BUSINESS LOCATION: 49 Station Road, Polegate, Sussex, BN26 6EA

LEGAL FORM: The Juno Project, Charity number 1176628

CEO: Sanchia Ryan

START OF CHARITABLE ACTIVITY: January 2017

FINANCING: Funded through donations from grant funders, foundations, and private individuals

FUTURE PLANS: To reach greater numbers of GYW by extending our work beyond the school environment and into the local community, and to grow our influence and impact through collaborative working, innovation and social action.

Leadership

CEO: Sanchia Ryan

Trustees:

Chair: Geoff Cherrill, appointed 6/6/22

Finance-focused trustee: Emma Banks, appointed 4/2/22

Marketing-focused trustee: Alex Gray, appointed 3/12/21

Youth Trustee: Farida Yahaya, appointed 26/6/25



A note from our trustees

“We have seen another very positive year at The Juno Project. We have successfully built upon our core work with schools with a wider variety of workshops and sessions. These have allowed us to continue our work on creating a more sustainable organisation.

We are very proud to have secured additional funding this year and are looking forward to seeing the positive impact this can have on the young women with work with. Once again, our facilitators have worked hard to deliver our programmes, and we are delighted that they remain such a crucial group of staff. Our trustees have remained consistent and continue to work to support our CEO in delivering our vision.

As always, we remain fully committed to our work and are very proud of the positive impact we have had on the young women who we have worked with this year. We are looking forward to continuing this work next year.”

- Geoff Cherrill, Chair of the Trustees

Our Strategy and Theory of Change

As a small charity, working in an increasingly competitive funding environment and facing greater demand for our service, our strategic plan supports us to effectively direct our momentum and growth. The pillars of our current strategic vision are as follows:

Financial and Operational Stability

Ease reliance on grant funding through the development of sustainable funding streams and grow our core team.

Serving Our Community

Meet growing demand in a wider range of contexts.

Collaborating with Others

Grow our partnership working and get better at putting young people at the heart of what we do.

Foster diversity.

Widening Our Impact

Grow opportunities for young women to share their voices, and their gifts and to influence wider service provision and policy.



Theory of Change



75% of girls and young women we work with have one or more adverse childhood experiences. 95% have poor school attendance. This can mean that without the right support and tools, they leave school unable to grow beyond their trauma and fulfil their potential

(the problem)



(who we work with)

Girls and young women aged 11-16 in West Sussex who have complex vulnerabilities

What we do (current activities)

Transition Support in primary schools for Yr. 6 girls

Self-development workshops in schools for young women in Yrs. 8, 9 & 10

One-to-one coaching for young women in Yr. 11



Outcomes

with example indicators

Improved Self Awareness

Short: "I can identify my values"
Intermediate: "I seek help when I need it at school and at home"

Improved Relationships

Short: "I can identify the features of healthy and unhealthy relationships."
Intermediate: "I have made positive changes to my friendship group"

Greater Emotional Regulation

Short: "I understand the relationship between thoughts, emotions and behaviours"
Intermediate: "I have tools I use when I feel upset"

A Greater Sense of Purpose

Short: "I have identified at least one goal I would like to achieve"
Intermediate: "My school attendance has improved"

The Juno Way (how we work)

- Our facilitators have lived experience of overcoming Adverse Childhood Experiences, and inspire young women to imagine a future they may not have considered
- We create an environment in which young women feel heard, and safe
- We take a strengths-based approach, that draws on the gifts of the young women we work with



Our long-term goal

That all young women can develop the confidence, self-awareness and empowerment to reach their fullest potential, share their gifts and make meaningful contributions to their communities

Line of accountability

Assumptions

Evidence

- [Wider evidence around rising rates of mental health issues and school refusal](#)
- [Wider evidence and research around the efficacy of SEL](#)
- [Wider research around educational achievement and life outcomes](#)

22/23 Impact data

- 100% of young women found sessions useful
- On average, attendance data showed improvements in school attendance for 56% of participants
- 75% of participants reported an improved sense of purpose
- 88% of participants reported improved relationships
- 87% of participants reported improvements in aspiration



Our Year

In 2024–25, we made significant progress in strengthening the resilience and sustainability of The Juno Project. Alongside securing new sources of grant funding, we began reducing our reliance on grants by developing more diverse and sustainable income streams. This included commissioned work with local partners, and increasing our donation revenue by broadening our outreach to a wider range of potential supporters, including local festivals and community events. To support our continued growth, we welcomed a new marketing professional to the team—bringing fresh expertise and improving how we share our impact with the community. We took deliberate steps to widen representation within our organisation, actively recruiting from more diverse communities to ensure our team better reflects the young people we serve. We strengthened youth leadership within our governance by appointing a youth trustee who previously participated in our programme, and began planning the establishment of our youth board, which launched in late 2025.

Demand for Juno’s support continued to rise throughout 2024–25, reflecting both the needs of young women across West Sussex and the trust that schools, wider organisations and families place in our work. We secured funding to strengthen our team’s expertise in supporting young people affected by domestic violence, enabling all staff to undertake specialised training. In addition, a further successful funding bid allowed us to develop and train in a new strand of work, expanding the scope and depth of our provision. In 2024/25 we also supported girls in a wider range of contexts—not only in educational settings but also in community spaces and through more flexible delivery models tailored to individual need. We focused our work in Crawley on reaching young women who were not able to access mainstream education, and ran workshops for home educated young women in Chichester.

Collaboration remained central to our approach. We deepened partnerships with schools, early help-based services, and community organisations, to ensure a more coordinated and responsive support system for the girls we work with. Importantly, we elevated young people’s voices within these collaborations, involving them as active participants in shaping their own support. To ensure our work remains responsive and youth-led, we carried out a survey in 2024 asking young women what they most needed from our support. Seventy participants shared their views, giving us a strong evidence base to shape future provision.

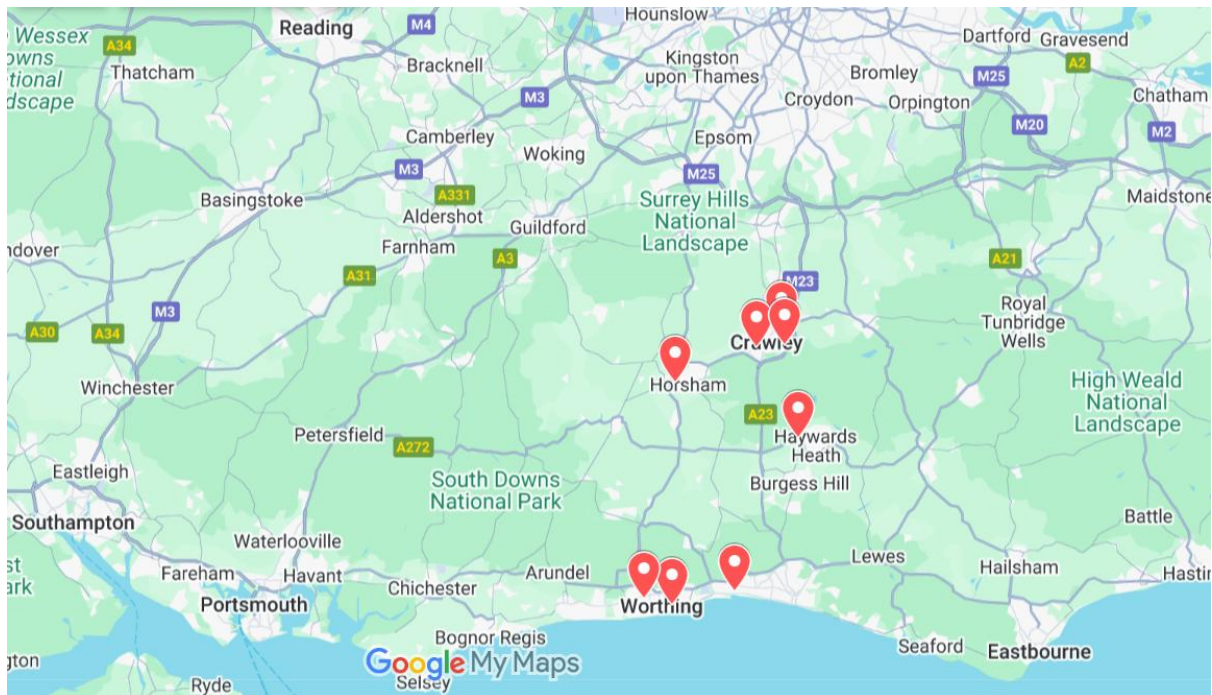
Our work in schools

We believe that early intervention with girls and young women who are struggling with the impact of ACE, SEN need and/or mental health issues is key. Applying an intersectional lens to mental health and well-being, we deliver a range of coaching to



girls and young women aged 12-16, in secondary school, either in small groups of 6-8, or one-to-one. Our core modules include Managing Uncomfortable Feelings; Thoughts, Feelings, Behaviours; Your Amazing Teen Brain; Self-Esteem, Self-Talk and the Inner Critic; Goal Setting; Core Beliefs and Values, and Relationships and Communication.

Between April 2024 – March 2025, we worked with 83 participants aged 12 – 16, running 10 programmes in 8 schools across West Sussex.



Demographic data

Our participants in 24/25:

Health

2% had a physical disability (i.e. hearing or visual impairment, or mobility difficulties)

23% were neurodivergent (incl. autism, ADHD or additional education or learning needs)

Engaging with school

20% struggled to engage with learning

30% had issues around attendance

23% created concerns about their behaviour

Personal information

26% are on pupil premium, with 25% entitled to free school meals



11% are in a black or minority ethnic group

5% had been the victims of crime

3% engaged in risky behaviours, were on the Child Sexual Exploitation Register, or had been subject to child sexual exploitation or child criminal exploitation concerns

2% were care experience young women

18% had been subject to abuse or neglect or were involved with statutory social care

Our impact – work in schools

Evaluation data over 24/25 showed that:

91% of young women reported improvements in their self-awareness.

92% of young women reported greater emotional regulation.

89% of young women reported improvements in their relationships.

82% of young women reported a greater sense of purpose.

Participant feedback

Here are some of the things our participants said about how the programme had impacted them:

“After the sessions I’ve been a lot happier. School was a struggle for me but these made school a better environment for me. I came in for these sessions.”

“Everyone gets time to talk about their own experiences. I like learning what’s going on for other people. I feel less alone.”

“[I’ve learned] that I actually had a lot in me the whole time. I just kept putting it to the side and letting my worries take over.”

“One of the best groups I have ever been to. Fun, great #learntalot, creative, amazingly fun”

Feedback from teachers

In our feedback form, teachers frequently tell us that attendance has improved, engagement with the school and their lessons is more positive, and that the young women who attended the Juno Project have improved confidence and resilience.

We asked teachers, ‘What changes have you seen in students since the programme started?’



“Students [are] more open with their feelings and speaking with staff and parents about how they are feeling.”

“I believe that some girls have become more open and trusting in the pastoral team and other adults in the school environment. I think the experience of the Juno Project also helped them to realise that many other students are experiencing similar concerns/anxieties, but often these concerns cannot just be 'solved' and can be complex.”

“For those that engaged in the programme well we have seen a more willing and open attitude to support. A reduced amount of internal truancy from some also.”

“The program has been great for our students, they all engaged and took a lot away from it. Attendance has improved for most and their confidence has grown.”

“All but one of the girls have been settled and proactive in lessons more with fewer referrals to their pastoral.”

“All the students engaged really well, and we have received great feedback from them all - one student told me that through the course they were able to identify that they had experienced manipulative friendships and how to handle these situations better. Others told me that it has helped with their attendance in school and with their relationships with themselves and others.”

Our work in the community

In the community, we delivered a range of programmes designed to meet the diverse needs of young women beyond mainstream education. This included one-day preventative programmes focused on domestic abuse awareness and healthy vs. unhealthy relationships, as well as broader 121 and group wellbeing support for girls unable to access our services through schools. We also developed a specialist wellbeing provision for home-educated young women, ensuring they had a safe, supportive space to build confidence, connection, and emotional resilience. We reached 58 young women across West Sussex, through partnership working with statutory services, youth clubs, and other community-based organisations, in addition to working directly with parents.

Our Impact – Community Work

83% of young women reported improvements in their self-awareness



83% of young women reported greater emotional regulation.

100% of young women reported improved relationships.

83% of young women reported a greater sense of purpose.

Comments from participants:

“I like being able to express my feelings without being judged.”

“Everyone is kind. It helps me to understand myself and express my feelings. It puts me in a good mood!”

“I’m more able to cope with things. My whole personality has changed. I feel more confident in who I am. I feel like I belong.”

Parent comments:

“[My child] never engaged with any previous help until you guys. You are the most amazing people.”

“I think this is an amazing service for girls their age, the leaders were wonderful and incredibly sensitive to all the girl’s needs. Thank you so much!”

“Being in a girls only safe space, and able to discuss different topics freely [was positive]. It has been a good opener to conversations at home. [My daughter] seems to have really taken on board the affirmations and this is helping her self-esteem.”



HAF – Summer Provision

We contributed to the county’s Holiday Activities and Food (HAF) programme through a series of workshops funded by West Sussex County Council, offering our structured holiday provision ‘Summer Glow’ for young women in receipt of free school meals, which combined wellbeing support with positive, creative activities. We focused our work on Bognor Regis, Chichester and Horsham, offering 4 hours of daily provision, over 4 weeks, in each area. We saw 51 young women during this time and feedback from our sessions was overwhelmingly positive, from both parents and participants.

93% of participants said that they had enjoyed our sessions.

55% said they had learned something new about staying healthy.

88% said that they had made new friends.

92% said that they had been more active.

Parent comment:

“My daughter was very apprehensive about going to The Juno Project, as she never enjoys social groups and finds it difficult to interact with her peers. However, she came back from the first session absolutely buzzing with confidence and wouldn't stop talking about all the fun she had, and the friends she made - which doesn't normally come easily to her - and she asked to sign up for all the sessions! She has had the BEST time at the Juno Project and has really come out of her shell. I've never seen her enjoy a social group like this before. It is clear that the team really know what they are doing and have a gift and understanding to instil confidence in girls to see them grow into their potential. Thanks for giving my daughter a boost.”



Junior Citizen – Crawley Borough Council

Every year, Crawley Borough Council organises an event called Junior Citizen, which teaches children life skills and how to stay safe. The Juno Project provided a workshop on body image this year to around 1000 Y7 children over 2 weeks.

Thank you to our funders

Allen Lane Foundation

Another Way Women's Foundation

Crawley Borough Council

Littlehampton Town Council

Mid Sussex District Council

Shanly Foundation

Gatwick Airport Community Trust

Tesco Stronger Starts

The Albert Hunt Trust

The Henry Smith Charity

The National Lottery Community Fund

Woodward Charitable Trust



CHARITY COMMISSION
FOR ENGLAND AND WALES

The Juno Project 1176628

Receipts and payments accounts


CC16a

For the period from 01/04/2024 To 31/03/2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grant income	17,439	40,823	-	58,262	32,008
Donations	5,526	2,253	-	7,779	5,365
Bank interest	45	-	-	45	89
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	23,010	43,076	-	66,086	37,462
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	23,010	43,076	-	66,086	37,462
A3 Payments					
Facilitators	2,841	21,142	-	23,983	22,217
Support Services	25,631	-	-	25,631	23,488
Office costs	1,113	1,418	-	2,531	2,046
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	29,585	22,560	-	52,145	47,751
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	29,585	22,560	-	52,145	47,751
Net of receipts/(payments)	- 6,575	20,516	-	13,941	- 10,289
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	15,711	11,787	-	27,498	37,787
Cash funds this year end	9,136	32,303	-	41,439	27,498

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		9,136	32,303	-
		-	-	-
		-	-	-
	Total cash funds	9,136	32,303	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		G Cherrill	27.01/26	



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
The Juno Project CIS

**On accounts for the year
ended**

31 March 2025

**Charity no
(if any)**

1176628

Set out on pages

1 and 2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

22 January 2026

Name:

Vineta Cable

**Relevant professional
qualification(s) or body
(if any):**

F.C.C.A

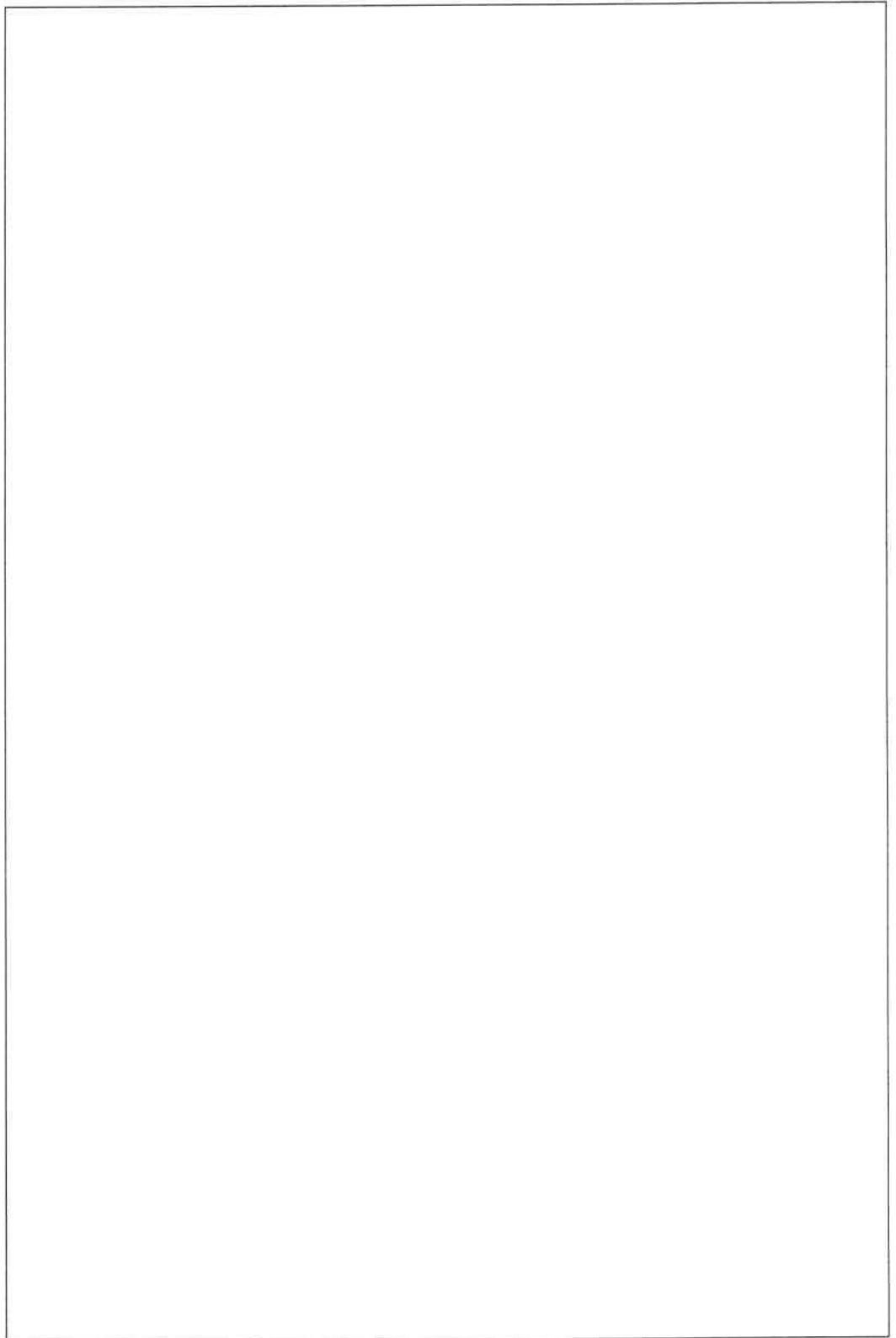
Address:

Hammett Associates Limited

8-10 Queen Street, Seaton, Devon, EX12 2NY

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.



THE JUNO PROJECT

England & Wales - Charity number 1176628

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THE JUNO PROJECT: ANNUAL REPORT 2023/2024

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Our mission and vision

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Current research shows that young women make up the highest-risk group for mental health issues. A quarter of young women self-harm – more than twice the rate for young men, and this figure is growing. Numerous studies acknowledge that being able to manage emotions is critical for achievement, and the ability to establish positive relationships. Dysregulation due to Adverse Childhood Experiences (ACE) impacts negatively on executive function and there is a strong correlation between poor mental health and ACE, which are now widely acknowledged as being detrimental across a range of ongoing and diverse life outcomes, including physical health and longevity.



As a result, many girls and young women (GYW) with unmet emotional needs and untapped potential, leave school without the environment or tools they need to grow beyond their trauma and challenge, nurture their self-worth and recognise their abilities and aspirations. This issue has huge implications for the life outcomes of all these young women, along with the family unit and society at large, placing strain on social institutions, health, well-being, and community resources.

We provide positive female role models, with lived experience of overcoming childhood challenges, to generate trust, and create safe and reflective environments in which young women can begin to explore their experiences and learn tools to help emotional regulation. All our work is framed by the question:

'What are your gifts and how will you use them?'

Our vision is a world where all young women can develop the confidence, self-awareness, and empowerment to reach their fullest potential, share their gifts and make meaningful contributions to their communities.

Background

The Juno Project was set up in 2017 by Ali Golds, a coach, motivational speaker, and entrepreneur who was named by The Independent as one of 20 female ground breakers of 2017. Ali is a survivor of childhood and adult trauma, and she set up The Juno Project to make a positive difference to the lives of young women and girls, with an initial focus on supporting participants to avoid school exclusion, through growing confidence, aspiration, entrepreneurship, and employability.

The current CEO began her tenure in January 2022, pulling together with an all new, skilled, and committed board of trustees to provide robust governance, to generate financial stability and to use our agility as a small organisation to adapt our work to meet new and emerging issues and to better meet the needs of our stakeholders.

Legal overview

FOUNDER: Ali Golds

FOUNDING PROPOSALS: To advance in life young women of school age who have experienced significant challenges

BUSINESS LOCATION: 49 Station Road, Polegate, Sussex, BN26 6EA

LEGAL FORM: The Juno Project, Charity number 1176628

CEO: Sanchia Ryan

START OF CHARITABLE ACTIVITY: January 2017



FINANCING: Funded through donations from grant funders, foundations, and private individuals

FUTURE PLANS: To reach greater numbers of GYW by extending our work beyond the school environment and into the local community, and to grow our influence and impact through collaborative working, innovation and social action.

Leadership

CEO: Sanchia Ryan

Trustees:

Chair: Geoff Cherrill, appointed 6/6/22

Finance-focused trustee: Emma Banks, appointed 4/2/22

Marketing-focused trustee: Alex Gray, appointed 3/12/21

Youth Trustee: Chloe Galloway, appointed 18/06/2024

A note from our trustees

We have seen a productive year at The Juno Project, including some developments aimed at building on our sustainability as an organisation. Our Trustees have remained consistent and we have been delighted to secure a Youth Trustee to support our work. This has allowed us to provide support to our CEO in developing our provision.

Our work has extended into additional workshops and events and has allowed us to broaden our offer and provide support for a greater number of young women. We hope to develop this offer further in the coming months, whilst maintaining our work with schools.

We remain fully committed to our mission and are proud of the positive impact we have had on the young women who we have worked with this year.

- Geoff Cherrill, Chair of the Trustees

Our Strategy and Theory of Change

This year we have developed a new Theory of Change, in partnership with Insley Consulting, and worked on our new strategic plan. As a small charity, working in an increasingly competitive funding environment and facing greater demand for our service, this plan is essential if we are to effectively direct our momentum and growth.



The pillars of our new strategic vision are as follows:

Financial and Operational Stability

Ease reliance on grant funding through the development of sustainable funding streams and grow our core team.

Serving Our Community

Meet growing demand in a wider range of contexts.

Collaborating with Others

Grow our partnership working and get better at putting young people at the heart of what we do.

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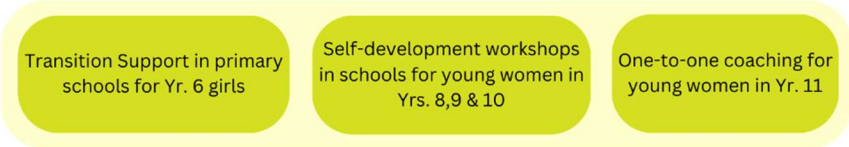
Widening Our Impact

Grow opportunities for young women to share their voices, and their gifts and to influence wider service provision and policy.

Theory of Change



What we do (current activities)

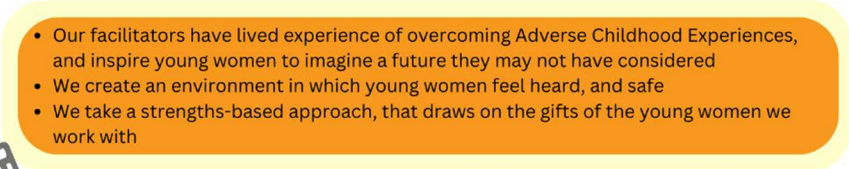


Outcomes

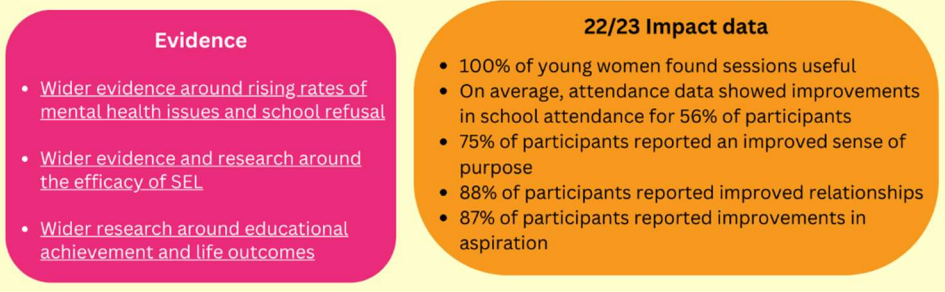
with example indicators



The Juno Way (how we work)



Assumptions





Our Year

In 2023, following a scoping exercise amongst stakeholders, we launched a new menu of coaching workshops across a wider selection of school year groups and ages, with new themes and modes of delivery. We gained the support of a child and adolescent mental health expert in reviewing our resources to ensure they are trauma-informed and linked to best practice. Our most recent evaluation data demonstrates good results across all 4 of the outcomes outlined in our newly developed theory of change and demand for our work currently outstrips capacity.

In September of 2023, we took part in Crawley's Junior Citizen Week, running a body image workshop for 2 weeks, delivering to the entire, new, Year 7 intake across all Crawley secondary schools. Crawley Borough Council were pleased with our work and invited us to be part of the event next year.

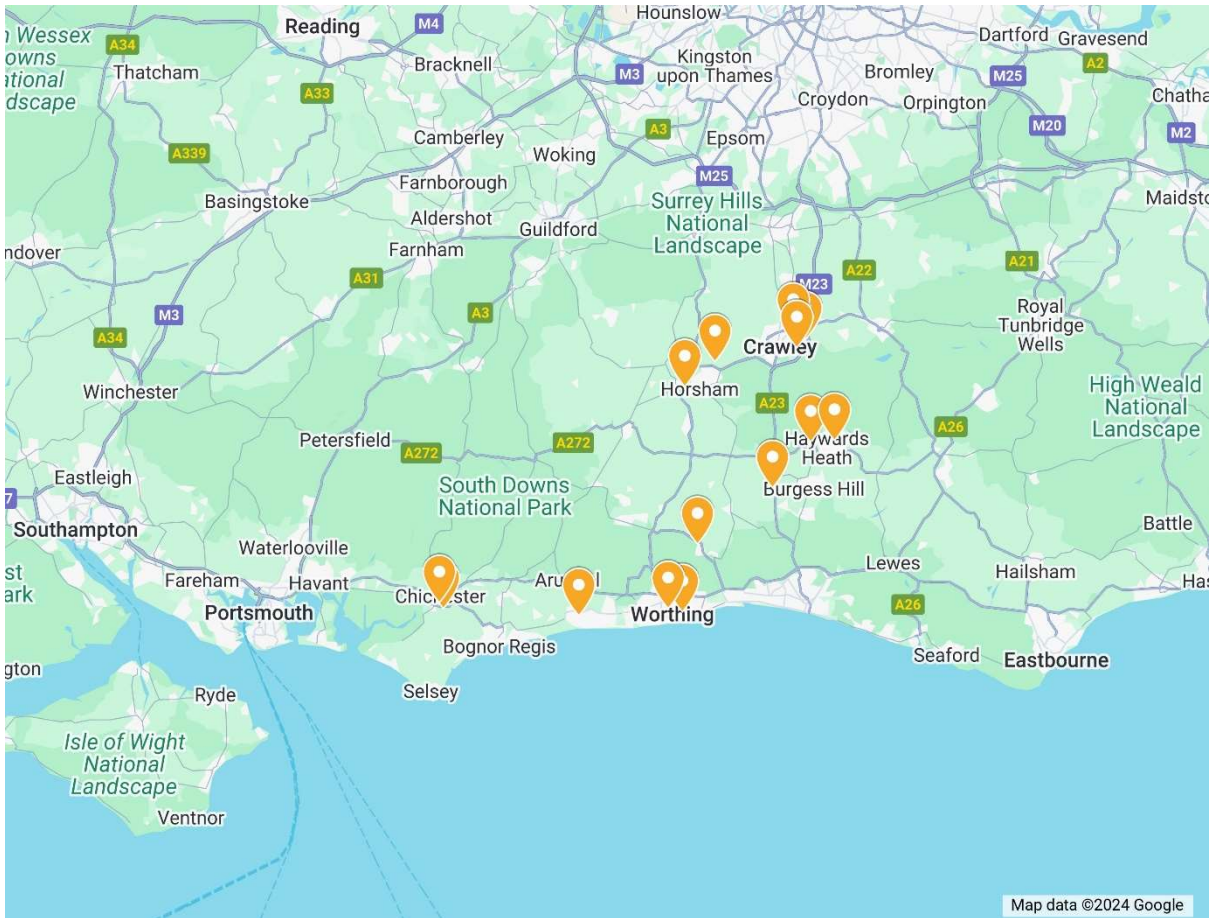
In response to rising rates of domestic abuse amongst young women, we co-created our new 1-day REALationships workshop with GYW. The workshop supports young women to identify the features of healthy relationships, and how to safely exit, unhealthy or abusive relationships. The workshop was the subject of a successful fundraising campaign on Just Giving, which will enable us to run free sessions in a local youth club.

We have made excellent progress implementing our strategic plan in the first part of 2024, planning community work that is currently being delivered, growing our networks and partnerships, along with our paid services.

Our work in senior schools

Applying an intersectional lens to mental health and well-being, we deliver a range of coaching to girls and young women aged 11-16, either in small groups of 6-8, or one-to-one. Our core modules include Managing Uncomfortable Feelings; Thoughts, Feelings, Behaviours; Your Amazing Teen Brain; Self-Esteem, Self-Talk and the Inner Critic; Goal Setting; Core Beliefs and Values and Relationships and Communication.

Between April 2023 – March 2024 we worked with 198 participants aged 12 – 16, in 14 schools across West Sussex.



Demographic data

Our participants in 23/24:

Health, disability and mental health

64% struggle with mental health issues

18% have a physical disability or learning disability

18% are neurodivergent

Engaging with school

54% struggle to engage with learning

52% have attendance of less than 90% this year

41% create concerns about their behaviour



Personal information

29% are on pupil premium, with 25% entitled to free school meals

19% are in a black or minority ethnic group

9% have been the victims of crime

3% have been subject to child sexual or criminal exploitation concerns

Our impact – work in senior schools

Evaluation data over 23/24 showed that:

75% of young women reported improvements in their sense of self-responsibility, including being able to use tools (such as box breathing) to help them calm their emotions.

69% of young women reported improvements in their understanding of healthy relationships, and how to communicate well to get the best out of their relationships.

64% of young women reported an improvement in their levels of aspiration and identifying their hopes and dreams for the future.

64% of young women had improvements in their sense of contribution and connection, understanding the positive differences their actions can make.

56% reported improvements in their confidence and self-image, being more comfortable in themselves and understanding their values.

We changed the way we evaluate our programmes after the Summer 2023 term, so our Autumn 2023 and Spring 2024 data was measured slightly differently.

Participant feedback

Here are some of the things our participants said about how the programme had impacted them:

“I feel a lot more comfortable with myself and I don't feel like I constantly have to fit in with others.”

“I would love to have more sessions as Juno has helped me grow as a person.”



“I have a smile on my face a lot more. Got all the toxic people out my life and now all my friends are good.”

“I am kinder to myself, I understand myself better, I look after myself better, make sure I make time for myself, go to bed earlier and am more organised”

100% of our participants said that they would do the Juno Project programme again.

Feedback from teachers

In our feedback form, teachers frequently tell us that attendance has improved, engagement with the school and their lessons is more positive, and that the young women who attended the Juno Project have improved confidence and resilience.

We ask teachers, ‘What changes have you seen in students since the programme started?’

“Recognition of themselves and what they can achieve. A definite feeling of self-worth and much more confidence in themselves.”

“A willingness to discuss some challenges with staff. For some, an increase in attendance to some lessons.”

“A lot of the students have presented in more confident and engaging better at school. They are more resilient and able to cope with changes more effectively”

“We have two school refusers that only came in for Juno and have now continued to come into school since it finished.”

“They have been more willing to attend lessons and support each other with work.”

Our work with 10- and 11-year-olds

We believe that early intervention with girls and young women who are struggling with the impact of ACE, SEN need and/or mental health issues is key. The Horizons programme provides positive female role models for girls transitioning to high school from Yr. 6. We create a safe and reflective environment in which the girls can explore their fears, learn tools to support



emotional regulation and resilience and work through practical problems, in addition to forging new alliances with their peers, and realising they are not alone.

In summer 2023 we ran the Horizon programme with two groups:

Group 1

This programme took place in a very small, voluntary controlled, mixed rural primary school with a Good OFSTED rating. There are only approximately 60 children in the whole school building and the group was made up of 4 children. Most of the participants in the group had been moved to this school as they were struggling in bigger settings previously and were fearful about the transition to a much larger secondary school and experiencing a great deal of anxiety around it.

Three of the four girls in attendance were diagnosed with Autism Spectrum Condition (ASC) and ADHD, and struggled with social cues and appropriate conversational communication.

1 of the girls in the group was from a low-income family and in receipt of free school meals.

Group 2

Our second programme took place in a more urban primary school with 395 children and the group was made up of 6 children. The school has an Inadequate OFSTED rating, with particular concern around support for SEND pupils and pupil behaviours.

All the participants were noted as struggling with anxiety, low mood, panic attacks and some degree of school refusal/poor attendance.

1 of the girls in the group was from a low-income family and in receipt of free school meals.

Our impact – work with 10 and 11 year olds

100% of participants reported that they felt more confident and happy about the transition to high school after the Horizons programme .

100% of participants said they enjoyed the Horizons programme.



“The facilitator was approachable and kept us informed of each step. The programme really benefited and has been imperative in helping them transition.”

Junior Citizen – Crawley Borough Council

Every year, Crawley Borough Council organises an event called Junior Citizen, which teaches children life skills and how to stay safe. The Juno Project provided a workshop on body image this year to around 1000 Y6 children over 2 weeks.

Thank you to our funders

Allen Lane Foundation

Another Way Women’s Foundation

Crawley Borough Council

Littlehampton Town Council

Mid Sussex District Council

Sussex Community Foundation

Tesco Stronger Starts

The Albert Hunt Trust

The Henry Smith Charity

The National Lottery Community Fund

Woodward Charitable Trust



CHARITY COMMISSION
FOR ENGLAND AND WALES

The Juno Project Limited

1176628

Receipts and payments accounts

CC16a

For the period
from

01/04/2023


To

31/03/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grant income	13,679	18,329	-	32,008	65,272
Donations	2,036	3,329	-	5,365	7,000
Other income	-	-	-	-	749
Bank interest	89	-	-	89	279
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	15,804	21,658	-	37,462	73,300
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	15,804	21,658	-	37,462	73,300
A3 Payments					
Facilitators	1,036	21,181	-	22,217	36,599
Support Services	23,488	-	-	23,488	6,867
Office costs	1,920	126	-	2,046	2,026
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	26,444	21,307	-	47,751	45,492
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	26,444	21,307	-	47,751	45,492
Net of receipts/(payments)	- 10,640	351	-	- 10,289	27,808
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	26,351	11,436	-	37,787	9,979
Cash funds this year end	15,711	11,787	-	27,498	37,787

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank account	15,711	11,787	-
		-	-	-
		-	-	-
	Total cash funds	15,711	11,787	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Geoff Cherrill	30.11.24	



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
The Juno Project CIC

**On accounts for the year
ended**

31 March 2024

**Charity no
(if any)**

1176628

Set out on pages

1 and 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed: 

Date: 27 November 2024

Name: Vineta Cable

**Relevant professional
qualification(s) or body
(if any):**

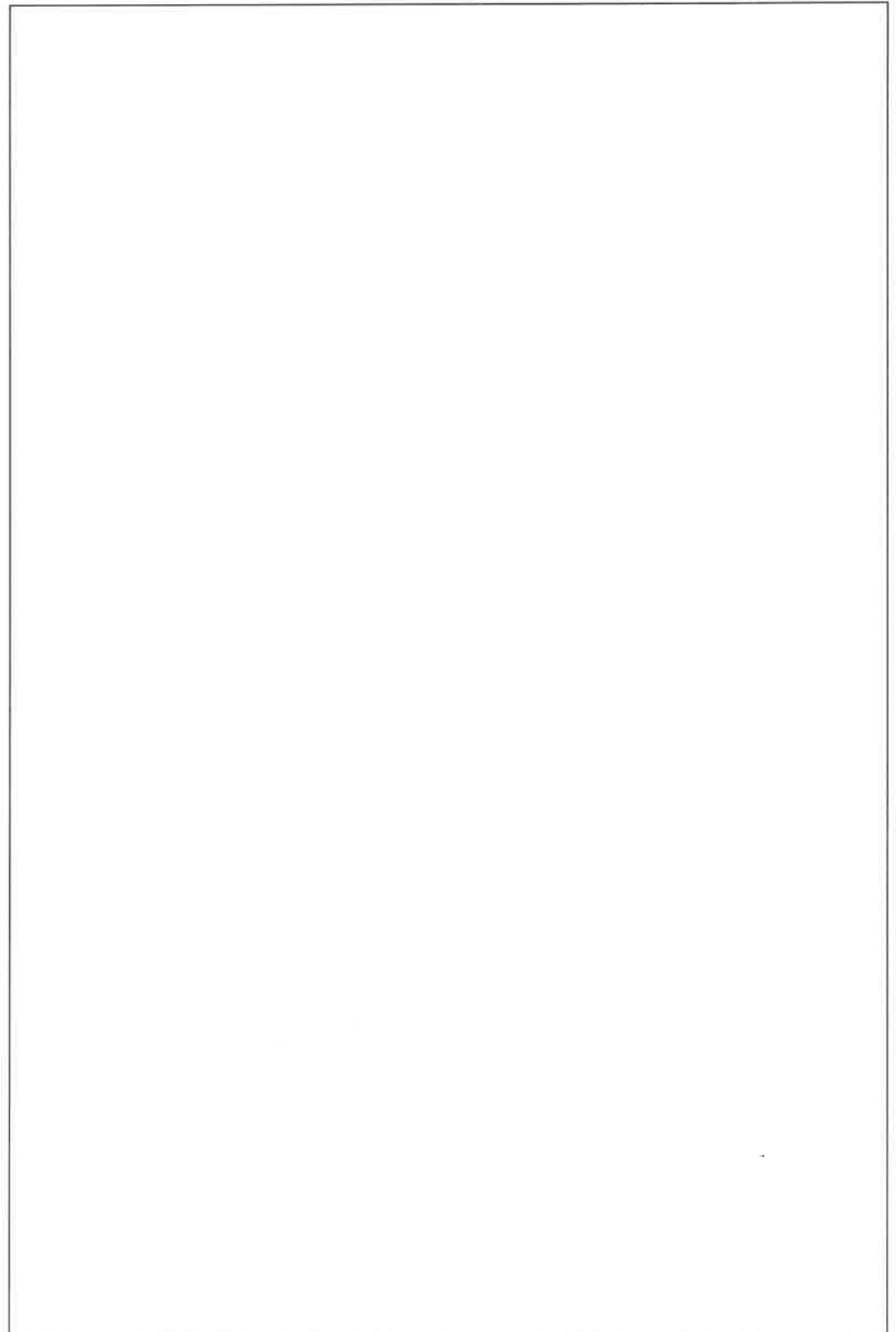
F.C.C.A

Address:

Hammett Associates Limited
8-10 Queen Street, Seaton, Devon EX12 2NY

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.



THE JUNO PROJECT

England & Wales - Charity number 1176628

Accounts



**Annual
Report
2022/23**

**EMPOWERING
YOUNG
WOMEN AND
GIRLS TO
DEVELOP
HIGHER
CONFIDENCE
AND SELF-
ESTEEM, STAY
IN EDUCATION,
AND CREATE A
BRIGHT FUTURE**



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Who We Are/Trustee Summary	5
Who We Support	7
What We Do	8
Our Year	9
Our Future	13
Thank you	16



OVERVIEW

FOUNDER:

Ali Golds

FOUNDING PROPOSALS:

To advance in life young women of school age who have experienced significant challenges

BUSINESS LOCATION:

12 New Broadway, Worthing BN11 4HP

LEGAL FORM:

The Juno Project, Charity number 1176628

CEO:

Sanchia Ryan

START OF CHARITABLE ACTIVITY:

January 2017

FINANCING:

Funded through donations from grant funders, foundations, and private individuals

FUTURE PLANS:

The Juno Project has already supported over 500 girls in West Sussex since inception, and intends to take operations nationally over the next two years.



WHO WE ARE

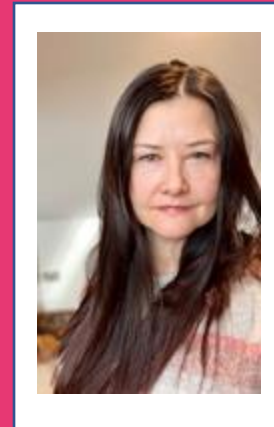
Our board of trustees



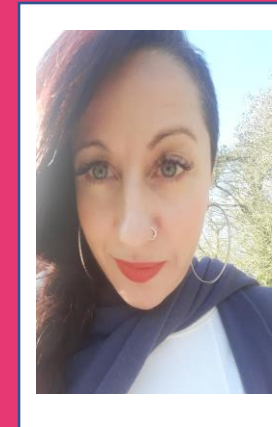
Alex Gray
Appointed 3/12/21



Geoff Cherrill
Appointed 6/6/22



Emma Banks
Appointed 4/2/22



Sanchia Ryan
Appointed 4/1/22

OUR CEO



TRUSTEE SUMMARY

This year has seen The Juno Project continue to deliver its programmes successfully to a large number of young women. The feedback makes it clear that these programmes are having a very positive impact on their lives and it is a pleasure to have the opportunity to support them.

There has been an increase in the stability and sustainability of the organisation and this has ensured that we are in a position to drive things forward and develop our programmes further. We are very excited about the future of The Juno Project!

Alex, Geoff and Emma



WHO WE SUPPORT

We support girls and young women aged 10- 16, with unmet emotional needs, and untapped potential, who are at risk of leaving school without the environment or tools they need to grow beyond their trauma and challenge, nurture their self-worth and recognise their abilities and aspirations. This issue has huge implications for the life outcomes of all these young women, along with the family unit and society at large, placing strain on social institutions, health, wellbeing, and community resources.

Current research shows that that young women make up the highest risk group for mental health issues. A quarter of young women self-harm – more than twice the rate for young men, and this figure is growing. Young women are 3 times more likely to have common mental health issues, and PTSD, than young males. They are also 75% more likely to consider, or attempt suicide, than their male counterparts. Numerous studies acknowledge that being able to manage emotions is critical for achievement, as without the ability to regulate emotions, it is hard for young women to establish positive relationships, and dysregulation due to Adverse Childhood Experiences (ACE) can impact negatively on executive function.

There is a strong correlation between poor mental health and ACE, which are now widely acknowledged as being detrimental across a range of on-going and diverse life outcomes, including physical health and longevity.

WHAT WE DO

We believe that early intervention with young women who are struggling with the impact of ACE and/or mental health issues is key, because young women deserve fulfilling, happy lives and have untapped abilities, gifts, and talents, that our communities need. Our mission is to enthuse, encourage and empower young women whose vulnerabilities may lead to challenging life outcomes.

Our programmes provide positive female role models, generate trust, and create a safe and reflective environment in which young women can begin to explore their experiences, behaviours and core beliefs along with learning tools to support emotional regulation and resilience. We encourage young women to explore their own agency and create powerful, positive stories about what they have survived, who they are and what they can achieve: all our work is framed by the question, 'What are your gifts and how will you use them?'



OUR YEAR

The Juno Project worked with 168 young women this year across schools in West Sussex.

We made links with new schools and demand for our programme continued to increase.

We were successful in finding our first corporate sponsor, Out-standard, London.

We have 3 new facilitators who bring a wealth of skill and experience in working with young people. Our new website has gone live and we have made great progress as a new board in generating a long term strategy for the charity's continued success and growth.

We have begun planning for our new Youth Advisory Board and are working on our new 3 year strategy.



OUR YEAR

Our programmes are written for the young women we support, and therefore it's vital that they have continuous input into the work we do.

We ask all participants to complete a questionnaire at the beginning and end of each programme. This helps us to ensure that we have the information we need to support them and that we are listening to young women and meeting their needs.

So far in this school year, 75% of the young women we worked with told us that their contribution to school life and their community had improved and 70% told us that there have been improvements in aspiration and goal setting. Attendance data demonstrates that school attendance has improved for more than half of the young women on programme.



OUR YEAR

When asked what changes the parents and teachers saw in the girls, comments included:

More confidence with managing anxieties and judgement of themselves and others.

Students seem more positive about engaging with school.
Gave students an understanding of how to tackle issues in a different way

An increased ability to ask for help from adults.
Some of the students have been able to stay calm for longer during times of confrontation or challenge.

Attendance increased, especially to lessons they previously did not like. Some students engage more with completing coursework tasks as they saw a point to them.

Students now recognise the importance of walking away to calm down, especially when dealing with social issues.
Some have got better at identifying and reaching out to key trusted adults in school.

OUR YEAR – A SMALL SELECTION OF WHAT SOME OF OUR PARTICIPANTS SAID THEY LEARNED:

I have learned I deserve to be somewhere safe. I told school what happened at home...now I am going to a foster family.

I have learned to hide my feelings less and might go to counselling.

I need to appreciate the good things in my life. I need to be willing to change for my life to change.

Anxiety doesn't define me. It is not forever. I am going to counselling to challenge my anxiety now.

I am just as worthy as other people. I take care of myself more.

I have 6 new friends and someone likes me.



**OUR
FUTURE IS
POSITIVE!**



OUR FUTURE

We are committed to empowering vulnerable and marginalised young girls to improve their self-esteem and confidence, overcome their challenges and achieve their potential.

We are still seeing an increasing number of referrals from schools and external agencies wanting to refer to our programmes, year on year, and we are keen to work closely with our referral partners to further develop our programmes to meet demand and respond to gaps in service.

We are in the process of developing a Youth Advisory Board to oversee our work and looking at expanding our service offer to include social action, and a greater focus on youth voice. We are now working with a child and adolescent mental health expert to further develop our programmes.





OUR FUTURE

We are also increasing the age range of the young women we work with, by growing the support available for KS 3 young women and our programme for younger girls in Year 6, Horizons, to support the transition to secondary school.

We are keen to increase our reach in supporting young people nationwide.





THANK YOU

We want to thank all of our donators, funders and sponsors, for the support and help you have offered us this year.

Special thanks to Out-standard, London, our corporate sponsors, who pledge us monthly financial support and have generously offered their time and encouragement to the young women on programme with us.

More about them here - <https://out-standard.com/>

OUT/STANDARD

Ernest Kleinwort Charitable Trust

SUPPORTED BY



CHILDREN IN NEED

Sussex
Community
Foundation

The Henry Smith Charity

founded in 1628

SHANLY

FOUNDATION



MID SUSSEX
DISTRICT COUNCIL



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name The Juno Project CIO	No (if any) 1176628
--------------------------------------	------------------------

CC16a

Receipts and payments accounts

For the period from	Period start date 01.04.2022	To	Period end date 31.03.2023
------------------------	---------------------------------	----	-------------------------------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grant income	41,343	23,929	-	65,272	18,500
Donations	7,000	-	-	7,000	-
Other income	749	-	-	749	521
Bank interest	279	-	-	279	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	49,371	23,929	-	73,300	19,021
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	49,371	23,929	-	73,300	19,021
A3 Payments					
Facilitators	24,106	12,493	-	36,599	28,472
Support services	6,867	-	-	6,867	3,434
Office costs	2,026	-	-	2,026	888
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	32,999	12,493	-	45,492	32,794
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	32,999	12,493	-	45,492	32,794
Net of receipts/(payments)	16,372	11,436	-	27,808	13,773
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	9,979	-	-	9,979	-
Cash funds this year end	26,351	11,436	-	37,787	13,773

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank account	26,351	11,436	-
		-	-	-
		-	-	-
	Total cash funds	26,351	11,436	-
	(agree balances with receipts and payments account(s))	OK	OK	OK


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Emma Banks	3/5/23



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
The Juno Project CIO

**On accounts for the year
ended**

31 March 2023

**Charity no
(if any)**

1176628

Set out on pages

1-2

remember to include the page numbers of additional sheets

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2023.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

M Hazell

Date:

13 April 2023

Name:

Mark Hazell

**Relevant professional
qualification(s) or body
(if any):**

FCA (ICAEW)

Address:

Sovereign Accountancy Limited

43b Exeter Road

Exmouth EX8 1PX

THE JUNO PROJECT

England & Wales - Charity number 1176628

Accounts



Annual Report 2021/22

May 2022

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Who We Are

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What We Do

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Our Future

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OVERVIEW

FOUNDER:

Ali Golds

FOUNDING PROPOSALS:

To advance in life young women of school age who have experienced significant challenges

BUSINESS LOCATION:

12 New Broadway, Worthing BN11 4HP

LEGAL FORM:

The Juno Project, Charity number 1176628

CEO:

Sanchia Ryan

START OF CHARITABLE ACTIVITY:

January 2018

FINANCING:

Funded through donations from grant funders, foundations, and private individuals

FUTURE PLANS:

The Juno Project has already supported over 500 girls in West Sussex since inception, and intends to take operations nationally over the next two years.



**EMPOWERING
VULNERABLE
TEENAGE GIRLS
TO DEVELOP
HIGHER
CONFIDENCE
AND SELF-
ESTEEM, STAY
IN EDUCATION,
AND CREATE A
BETTER FUTURE**



TRUSTEE SUMMARY



During 2021/22, alongside many other organisations, we witnessed first-hand the impact of isolation, lockdowns, and online learning due to the pandemic. We worked hard to adapt our safeguarding infrastructure and our face to face programmes to facilitate online delivery during this time: both adapting partially completed face to face work, and creating dedicated distance learning projects. We continued to experience increased demand for TIM, from schools, parents and youth workers as well as enquiries for private programmes and online work.

Our founder and CEO, Ali Golds, had advised the board of her resignation in the previous year, and stepped down at the end of April to concentrate on new projects. The board decided to appoint her assistant as Interim CEO, with a view to finding a permanent successor in September.

We began delivery of our Children In Need (CIN) funded TIM programmes in across four schools, reaching 24 young women. Further work was scheduled for the summer term, but the incumbent trustees decided that they wanted to focus on internal processes and governance during the Covid period, so made the decision to temporarily halt operations until later in the year. During this time, we finalised the design of our exciting new Horizons programme - a programme for girls in year 6 making the transition to high school, ready for piloting in a local primary school.

In September, our Interim CEO resigned her post and shortly after, the entire trustee board was subject to a refresh. Our founder returned to continue skeleton operations in November, whilst a new board was appointed and took on their roles.



TRUSTEE SUMMARY



The new board began their tenure and, following a declaration of interest in the CEO position, Sanchia Ryan was appointed in December. Sanchia brings a wealth of experience in third sector project management and the design and delivery of projects for young people and families, along with drive and passion for the aims and mission of The Juno Project.

In January, under the new board and CEO's guidance, and with continued support from the founder, operations resumed and, alongside implementing strategic planning and operational improvements, we began delivery of the remaining CIN funded programmes. By the end of March, we had started work with an additional thirty young women in five local schools. Additionally, we completed the last of our highly successful one day programmes with 10 young women from Mid Sussex.

We were fortunate to be offered support from a range of volunteers in 2022, who started work on a new website (to include an alumna platform), improvements to our social media presence, and marketing collateral which will go a long way towards continuing to support the young women we work with, as well as updating and educating funders, schools, and youth workers and others on The Juno Project.

We would like to thank all at The Juno Project, facilitators, management and volunteers, for their unwavering loyalty and support; as usual they give their utmost to us and to the girls we work with, along with our grant funders, without whom, the project would not be possible.

We are looking forward to a very exciting year ahead with many opportunities and possibilities.

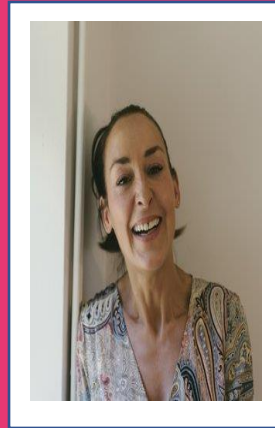


WHO WE ARE

Our board of trustees



Alex Gray
Appointed 3/12/21



Sarah Maxwell
Appointed 3/12/21



Emma Banks
Appointed 4/2/22



Olivia Hylton-Smith
Appointed 19/11/21

Trustee Changes

Former board

Michelle Gulrajani
Sophie Whitehouse
Markus Krizsmann
Catherine Hill

resigned 7/21
resigned 19/11/21
9/5/21-19/11/21
16/4/21-19/11/21

Transition board

Sanchia Ryan
Paula Jane Cox

19/11/21-4/1/22 (CEO)
19/11/21-4/2/22



WHAT WE DO

The Juno Project aims to empower young people, in particular young girls or young women of school age, who have experienced significant challenges in their lives including drug/alcohol/or other addiction, domestic violence, poverty, health issues, learning difficulties, homelessness, mental health, excluded/about to be excluded from school, abuse, bullying, anger management and/or parents who have experienced the above by: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals. Many of the young women we work with find everyday life a struggle.

Our bespoke programme, This Is Me (TIM), is delivered by facilitators who have lived through similar challenges and are therefore able to coach and mentor the girls to improve their self-esteem and confidence, and to continue in education in order to achieve their personal goals.

Working with girls aged 13-16 who've experienced a range of challenging and difficult circumstances, we encourage them to explore their behaviours, attitudes and responses - and develop a growth mindset that will enable them to overcome barriers and achieve whatever goals they set themselves.

WHAT WE DO

This year, we have commissioned a new programme, Horizons, which is designed to help girls in year 6 to transition to secondary school and encourages them to explore worries and concerns they may have about moving to a new school – as well as issues that may impact on their education and life in general, including online safety, friendships, confidence, and resilience. The girls are paired with a mentor from their new high school, who is one of the girls from our Year 10 This Is Me programme; giving the older girls a chance to give back (which they often ask to do), and the younger ones a chance to learn the ropes from someone who has already experienced the nerves and anxiety about being the new girl.



OUR YEAR

The Juno Project started work with 64 girls this year in 9 schools across West Sussex, delivering 9 This Is Me programmes to year 10 and year 11 girls, and one of our specialised one day programmes in Mid Sussex to 10 girls.

We made links with new schools and demand for our programme continued to increase.

We trained our facilitators in new skills, including Mental Health First Aid, and began organising the pilot for the new Horizons programme, which will take place in the summer term of 2022.

We have begun work on our new website, which will also contain a new and exciting space for TJP alumna, and have made great progress as a new board in generating a long term strategy for the charity's continued success and growth.



OUR YEAR

In terms of impact, approximately 95% of the girls stayed in school and/or went on to college and/or an apprenticeship, or work.

Almost all told us that they believed their confidence had improved, and all of the girls showed a difference in the way they saw themselves at the end of the programme, compared to their statements at the beginning

86% of respondents said that they had found coming to This Is Me sessions to be helpful.

When asked what they'd learned from the programme, comments included:

'You've helped me find myself and get to know myself, when I couldn't talk to anyone. It's made me realise I'm not alone.'

'The programme helped me with understanding my feelings more and how to help them, I have felt more open and more comfortable with myself and others'

'It brought my confidence up; I'm more happy, better at dealing with anxiety.'



OUR YEAR

Our programmes are written for the girls we support, and therefore it's vital that they have continuous input into the work we do.

We ask all girls to complete a benchmarking questionnaire at the beginning and end of each programme. This helps us to ensure that, firstly, we have the information we need to assess the girl's needs, and secondly, what areas of the programme they feel needs to be changed or improved.

We ask them to tell us what they would like more or less of, what they liked, what they didn't like, and what they would say to someone else who was thinking of joining a programme.



OUR YEAR



- When asked what they would do if they faced an unknown problem, ***the percentage of girls that would ‘give it a go’ doubled and none of them re-chose the ‘say no’ or ‘I wouldn’t be able to’ option.***
- When asked how they would cope on leaving school, before and after TIM, ***the percentage of girls who felt able to reach out for help doubled, as did the percentage of those who felt they would be able to cope.***
- When asked how they coped with their mistakes, ***the percentage of young women who would take responsibility, step up and be accountable shifted from 21% to over 50% over the life of the programme.***
- When asked where they saw themselves in 10 years, the percentage of those that saw themselves in a job they love rose ***from 39% to 50% with a corresponding fall in the answer ‘who knows’ from 56% to 37% and 6% of the young women completing TIM saw themselves running their own business*** - prior to TIM, none had chosen this option.

OUR YEAR

This year we were concerned about how the move from in person to online, and back again, would translate in reality.

We were pleased to see that there were minimal issues, and that the girls were able to move relatively positively from online to face to face.

When asked what changes the parents and teachers saw in the girls, comments included:

'They do not always make the right choice but there has been a decrease in blaming others around them such as peers and teachers and accepting consequences. I think this programme give them the understanding of how to be the best version of themselves and that when they are ready to use this understanding to better themselves will be different for individuals'

'Their ability to persist even when things get tough. Recognising that they are accountable for their behaviour and respect will get them much further'

OUR YEAR

'There has been a massive shift for them all in different ways. We had one girl on the programme who prior to joining, wouldn't engage with others in her year beyond her peer group. She is now a prefect and talks freely amongst a wider circle of people.

We have another that now sees her own value and worth, after being in the shadow of her older sister, and has a stronger sense of identity. Another that has really opened up to voicing her opinion, and her mum in particular, has noted how the changes have come into the home as well.

The remaining girls still have some development, as do we all (!), but they are learning to be comfortable in their own skin, making their own informed choices and not being taken for granted.

The group has worked so well, and it has been a pleasure to see them blossom!'



Find out more about our work, or donate, here: <https://www.thejunoproject.co.uk>

F: <https://www.facebook.com/TheJunoProj/>

I: <https://www.instagram.com/thejunoproj/>

**OUR
FUTURE IS
POSITIVE!**



OUR FUTURE

We are committed to empowering vulnerable and marginalised young girls to improve their self-esteem and confidence, overcome their challenges and achieve their potential.

We are still seeing an increasing number of referrals from schools and external agencies wanting to refer girls to our TIM programme, year on year, and we are keen to work closely with our referral partners to further develop our programmes to meet demand and respond to gaps in service.

We want to increase our capacity to meet this growing demand in terms of the number of girls we support and the number of schools we work with across West Sussex; in addition to expanding into other counties, in the next few years.





OUR FUTURE

We also want to increase the age range of the girls we work with by growing the support available for the girls both during their time working with us, and then beyond Year 11 with our alumna network, and we have recently recruited a new, young trustee with lived experience of the challenges our girls face, to design and lead on this network.

We have also developed a programme for younger girls in Year 6, Horizons, to support the transition to secondary school.

We are keen to learn from our experiences in adapting and delivering online during the pandemic, to increase our reach in supporting young people nationwide.



THE JUNO PROJECT

England & Wales - Charity number 1176628

Accounts

Annual Report
1st April 2020 - 31st March 2021



The Juno Project
Registered Charity No. 1176628

Aspiration Through Inspiration

The Juno Project is registered as a charitable organisation in England and Wales No. 1176628 Registered office: 12 New Broadway, Worthing, BN11 4HP

• WEB: www.thejunoproject.co.uk • EMAIL:
admin@thejunoproject.co.uk • TWITTER @TheJunoProj •
FACEBOOK @TheJunoProj •

Charity Name

The Juno Project

Charity Registration Number

1176628

Address

12 New Broadway, Worthing BN11 4HP

Mission Statement

Empowering vulnerable teenage girls to develop higher confidence and self-esteem, stay in education, and create a better future.

Structure

The board of trustees has a rolling chair, and a board of trustees. The CEO reports to the trustees at each meeting, and the chair and CEO have regular meetings to discuss progress.

The board has four meetings per year, at which time all aspects of the operations and mission of the charity are discussed. It recruits trustees from word of mouth, posts on social media (LinkedIn, Twitter etc.), as well as using job boards of local and national organisations that are set up to support Community Interest Companies and charities.

Trustees

Alison Golds	resigned	Feb 2020 (not included in previous year's report)
Julie Stephens	resigned	May 4th 2020
Ruth McDonald		
Michelle Gulrajani		
Sophie Whitehouse	appointed	April 5th 2020

Chief Executive Summary

During 2020/21 we continued to deliver our This Is Me (TIM) programme to vulnerable and marginalised teenage girls across West Sussex, building on the increased delivery of 2019/20, when we had also expanded the range of programmes available. We also continued to experience increased demand for TIM, as well as enquiries for private programmes and online work.

In 2020/21, alongside many other organisations, we faced the ramifications of isolation, lockdowns, and online learning due to the pandemic. Almost immediately we experienced a huge up-tick in enquiries, from schools, parents, youth workers and, for the first time in our history, girls self-referring themselves.

We rose to the challenge, and adapted our face to face programmes for online delivery: both adapting partially completed face to face work, and creating dedicated distance learning projects.

We were fortunate to secure a large increase in funding from various sources, which gave us the capacity to not only work with significant numbers of girls, both in and out of school, but also write new programmes, which were tailored to the support they needed at that time.

We also delivered our first set of community workshops in Mid Sussex, available to any girl aged between 13-16 in the area, which were extremely well received.

Additionally, as a result of feedback from the girls, we wrote and designed our very first journal and activity book 'Hints and Help For A Happier You', which we piloted for 30 girls who were attending This Is Me programmes. The girls were so enthusiastic about it, that we plan to make this an additional resource for all This Is Me participants, as well as sell it through our website to raise additional funds.

We would like to thank our funders, and everyone else who supports the work we do and enables us to continue to deliver our programmes; all of whom increased their support exponentially, and for which we are extremely grateful .

Finally, I would like to say a special thank you to our fantastic facilitators. Every year they go above and beyond the remit of their role: spending time researching and developing extra resources to fit the exact needs of the girls we work with, and looking for innovative ways to connect with those who struggle. This year they have out-performed themselves. They have come together as a group to share their techniques and resources, and spent many hours in excess of those we pay them, to ensure that the girls we support have had every possible ounce of help during this difficult time.

It should also be remembered that our facilitators have their own back story, which they choose to share with the girls, and as such they role model behaviours and attitudes to reinforce our core messages. It's not an easy job, and can sometimes feel thankless, but they do it with the utmost professionalism and

care, and I am very proud that they are part of our Juno Project family.

Ali Golds Founder

January 2021

Activities and Objectives for the year

The Juno Project aims to empower young people, in particular young girls or young women of school age, who have experienced significant challenges in their lives including drug/alcohol/or other addiction, domestic violence, poverty, health issues, learning difficulties, homelessness, mental health, excluded/about to be excluded from school, abuse, bullying, anger management and/or parents who have experienced the above by: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals. Many of the young women we work with find everyday life a struggle.

Our bespoke programme, This Is Me (TIM), is delivered by facilitators who have moved through similar challenges and are therefore able to coach and mentor the girls to improve their self-esteem and confidence, and to continue in education in order to achieve their personal goals.

Working with girls aged 13-16 who've experienced a range of challenging and difficult circumstances, we encourage them to explore their behaviours, attitudes and responses - and develop a growth mindset that will enable them to overcome barriers and achieve whatever goals they set themselves.

We work with the girls over either 8 or 12 weeks and explore the relationships they have with themselves, the relationships they have with other people and employability skills. In small groups, the girls share their experiences and concerns and, in conjunction with a trained facilitator, develop positive strategies and move forwards from any challenges or less positive behaviour patterns.

Additionally, we have developed two new programmes this year - a six-week online programme, one for 12-14yr olds, and one for 15-17 yr olds, and a one day workshop - both of which take our core principles and deliver them in slightly different ways to suit the time available and needs of the groups.

Achievement and Performance

The Juno Project started work with 159 girls this year in 12 schools across West Sussex, delivering 27 This Is Me programmes to year 10 and year 11 girls. We made links with new schools and demand for our programme continued to increase. Our completion rates are high, given that research demonstrates that young people are often hard to reach and engage: of the 159 starts, 148 girls completed, giving us a retention rate of 93%.

Our impact

In terms of impact, approximately 95% of the girls stayed in school and/or went

on to college and/or an apprenticeship, or work. Many told us that they believed their confidence had improved, and all of the girls showed a difference in the way they saw themselves at the end of the programme, compared to their statements at the beginning.

75% of the respondents said that they had found the programme to be helpful. When asked what they'd learned from the programme, comments included:

'It's OK not to be OK all the time'

'To trust people close to me, the world is very big and I'm very small, so little mistakes don't matter'

'I matter, even when life gets tough'

'That sometimes you need to forgive people'

Feedback from the girls

Our programmes are written for the girls we support, and therefore it's vital that they have continuous input into the work we do.

We ask all girls to complete a benchmarking questionnaire at the beginning and end of each programme. This helps us to ensure that, firstly, we have the information we need to assess the girl's needs, and secondly, what areas of the programme they feel needs to be changed or improved. We ask them to tell us what they would like more or less of, what they liked, what they didn't like, and what they would say to someone else who was thinking of joining a programme.

When asked how the This Is Me programme has impacted their lives:

'It has helped me to see the world differently'

'I think I'll start to look at things with a positive rather than a negative'

'It helped me to cope with struggles, and how to face things I don't particularly like'

'It has helped me to become more confident'

When asked what they would say to other girls who might be coming onto the TIM programme next academic year:

'Do it! It's really fun and helpful'

'Do what your heart tells you to do; not what other people tell you to do'

'Go for it, it could be beneficial for you!'

'The programme helped me, it could help you too'

We also collect feedback from parents and teachers. This year we were concerned about how the move from in person to online, and back again, would translate in reality. We were pleased to see that there were minimal issues, and that the girls were able to move relatively positively from online to face to face.

When asked what changes they saw in the girls, comments included:

'It is so amazing to work with The Juno Project. We are very limited in schools and have very few programmes or opportunities like the This Is Me programme. I honestly can't thank you enough for the help and support you provide for our girls. We have such a need for support and to offer this is a lifeline. It makes our girls feel valued and listened to, and also gives them incredible advice and support. It helps them to value and realise what they can achieve in life.'

'I think that the Project is a refreshing injection of support for young female students...and it should be available for as many girls as possible.'

'I loved the programme and can't wait until we run the next one. Our students need more people to listen and help, and this was the answer to that.'

'This is a refreshing concept. So often in education we are bound to speak about topics in a sterile/watered-down way, and sometimes these young people need the chance to hear about real-life concerns and worries, and the realities of life. They need to understand that they are the most important factor, they make mistakes, and take wrong turns, but nothing is concrete. They can change, they can hear other people's truths, and develop from this.'

Future plans

We are committed to empowering vulnerable and marginalised young girls to improve their self-esteem and confidence, overcome their challenges and achieve their potential. We are still seeing an increasing number of referrals from schools and external agencies wanting to refer girls to our TIM programme and we are keen to work closely with our referral partners to further develop our programmes to meet demand and respond to gaps in service.

We want to increase our capacity to meet this growing demand in terms of the number of girls we support and the number of schools we work with across West Sussex; in addition to expanding into other counties, in the next few years.

We also want to increase the age range of the girls we work with by growing the support available for the girls beyond Year 11 with our Alumna network and we have recently recruited a new, young trustee with lived experience of the challenges our girls face, to design and head up this network. We have also developed a programme for younger girls in Year 6 to support the transition to secondary school, as well as girls in Year 9 who are on the verge of moving into GCSE's - supporting them with a special online set of masterclasses featuring speakers from across the globe and focusing on real life stories and work skills - and will be looking to roll out this programme in 2022.

We are keen to learn from our experiences in adapting and delivering online during the pandemic, to increase our reach in supporting young people nationwide.

Additional Note and Apologies

TJP experienced some disruption in operations in 2021, during which time the entire trustee board was replaced with new members. When the new members began their tenure, it became apparent that the annual report had not been prepared by the outgoing board in accordance with the usual timeline. We apologise unreservedly for the late filing of this report, caused by unusual and unprecedented circumstances that we are committed to ensuring will not recur.

Financial review: attached

Details of any funds held as a custodian/trustee None



CHARITY COMMISSION
FOR ENGLAND AND WALES

The Juno Project CIO

1176628

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	01.04.2020		31.03.2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grant income	85,836	-	-	85,836	29,539
Other income	629	-	-	629	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	86,465	-	-	86,465	29,539
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	86,465	-	-	86,465	29,539
A3 Payments					
Support services	31,235	-	-	31,235	22,881
Facilitators	27,342	-	-	27,342	5,763
Insurance	1,682	-	-	1,682	-
Office costs	3,269	-	-	3,269	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	63,528	-	-	63,528	28,644
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	63,528	-	-	63,528	28,644
Net of receipts/(payments)	22,937	-	-	22,937	895
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	815	-	-	815	-
Cash funds this year end	23,752	-	-	23,752	895

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank account	23,752	-	-
		-	-	-
		-	-	-
	Total cash funds	23,752	-	-
(agree balances with receipts and payments account(s))		OK	OK	OK


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	EMMA BANKS	29.3.22



Charity Commission Annual Return 2021

THE JUNO PROJECT

Charity registration number: 1176628

Most of the information you give in this form will become publicly available on the Register of Charities. Any field that the Charity Commission will not display will be clearly marked.

This document is a record of the information provided in the Annual Return 2021.

PART A - Charity information

Financial period

Financial period start date

01/04/2020

Financial period end date

31/03/2021

Income and spending

Income £

£ 86,465

Spending £

£ 63,528

Serious Incidents

For the period of this return, were there any serious incidents in your charity that have not been reported to the Charity Commission?

No

Fundraising - professional fundraiser

Did your charity raise funds from the public?

Yes

Did the charity work with any professional fundraisers?

No

Fundraising - commercial participator

Did your charity work with any commercial participators?

Yes

Did your charity have a written agreement with each of its commercial participators?

Yes

Government contracts

During the financial period for this annual return, did the charity receive income from contracts (other than grant agreements) with central government or local authorities?

No

Government grants

During the financial period for this annual return, did the charity receive income from grants from central government or local authorities?

Yes

How many grants did your charity receive from central government or local authorities?

2

What was the total value of these grants?

£ 1,200

Income from outside the UK

Did your charity receive income from outside the UK ?

No

Spending outside England & Wales

Did your charity operate outside England and Wales?

No

Total Spending outside England & Wales

£

Trading subsidiaries

Did the charity have any subsidiaries?

No

Trustee payments

Did any of the trustees receive any remuneration, payments or benefits from the charity other than refunds of legitimate trustee expenses?

No

Did any of the trustees resign and then take up employment with the charity?

No

Employees' salaries

**Did any of your charity's staff receive total employee benefits of £60,000 or more?
Select No if your charity does not have any staff or does not pay any staff.**

No

For your highest paid member of staff only, what was the total value of their employee benefits?

(For example if your highest paid member of staff received £35,000 enter 35000). If you do not have any staff or did not pay any staff, enter 0 (zero)

£ 2,565

Volunteers

How many UK volunteers, excluding trustees, did the charity have during the financial period?

Financial controls

Did your charity review its internal financial controls?

Safeguarding

Has the charity obtained a standard, enhanced or enhanced with barred lists DBS check on all trustees, employees and volunteers who are in roles that are eligible for these checks?

Select Yes if there are no trustees, employees or volunteers in roles that are eligible for these types of DBS checks.

Privacy statement

Any information you give us will be held securely and processed only in accordance with the rule on data protection. We will not disclose your personal details to anyone unconnected to the Charity Commission unless:

- you have consented to their release; or
- we are legally obliged to disclose them; or
- we regard disclosure as either (a) necessary so that we can properly carry out our statutory functions or (b) necessary in the public interest.

We may share and disclose information about you with relevant public authorities, regulatory bodies and agencies, outside the Charity Commission but only if:

- we can lawfully do so; and
- we decide that disclosure is necessary for national security, crime detection, prevention, and law enforcement, or other issues in the public interest

Information we collect about you

We will use this information:

To enable us to carry out our statutory functions and duties;

This will include the following actions:

- (a) update, consolidate, and improve the accuracy of our records;**
- (b) undertake crime detection and prevention and law enforcement and assist the third parties specified above to investigate or prevent crime and carry out law enforcement;**
- (c) data analysis, testing, research, statistical and survey purposes**

Information we receive from other sources.

Information we receive from other sources

We may combine this information with information you give to us and information we collect about you.

We may use this information and the combined information for the purposes set out above (depending on the types of information we receive).

We will ensure that any such disclosure and use is proportionate; considers your right to respect for your private life; and is done fairly and lawfully in accordance with the data protection principles of the Data Protection Act.

The Data Protection Act 1998 regulates the use of 'personal data', which is essentially any information, however stored, about identifiable living individuals.

As a 'data controller' under the Act, the Charity Commission must comply with it. Any changes we may make to our privacy statement in the future will be set out in the replacement version of this form.

Please check back frequently to see any updates or changes to our privacy policy.

Declaration

This annual return has not been submitted and no Declaration has been made