

# **Annual Report**

## **1<sup>st</sup> April 2020 - 31<sup>st</sup> 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

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**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  
01.04.2020

To

Period end date  
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 £
<b>A1 Receipts</b>					
Grant income	85,836	-	-	85,836	29,539
Other income	629	-	-	629	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	86,465	-	-	86,465	29,539
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	86,465	-	-	86,465	29,539
<b>A3 Payments</b>					
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	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	63,528	-	-	63,528	28,644
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	63,528	-	-	63,528	28,644
<b>Net of receipts/(payments)</b>	22,937	-	-	22,937	895
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	815	-	-	815	-
<b>Cash funds this year end</b>	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 £
<b>B1 Cash funds</b>	Bank account	23,752	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	23,752	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>		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
	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**