



THE JUNO PROJECT: ANNUAL REPORT 2023/2024

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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: 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

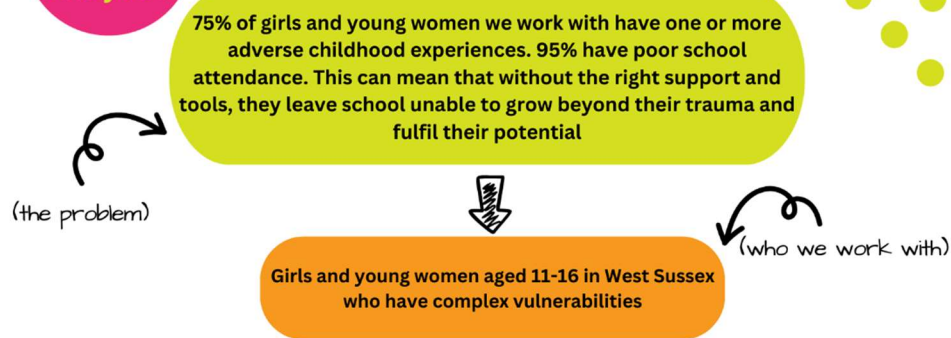
Grow our partnership working and get better at putting young people at the heart of what we do.

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



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



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 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.

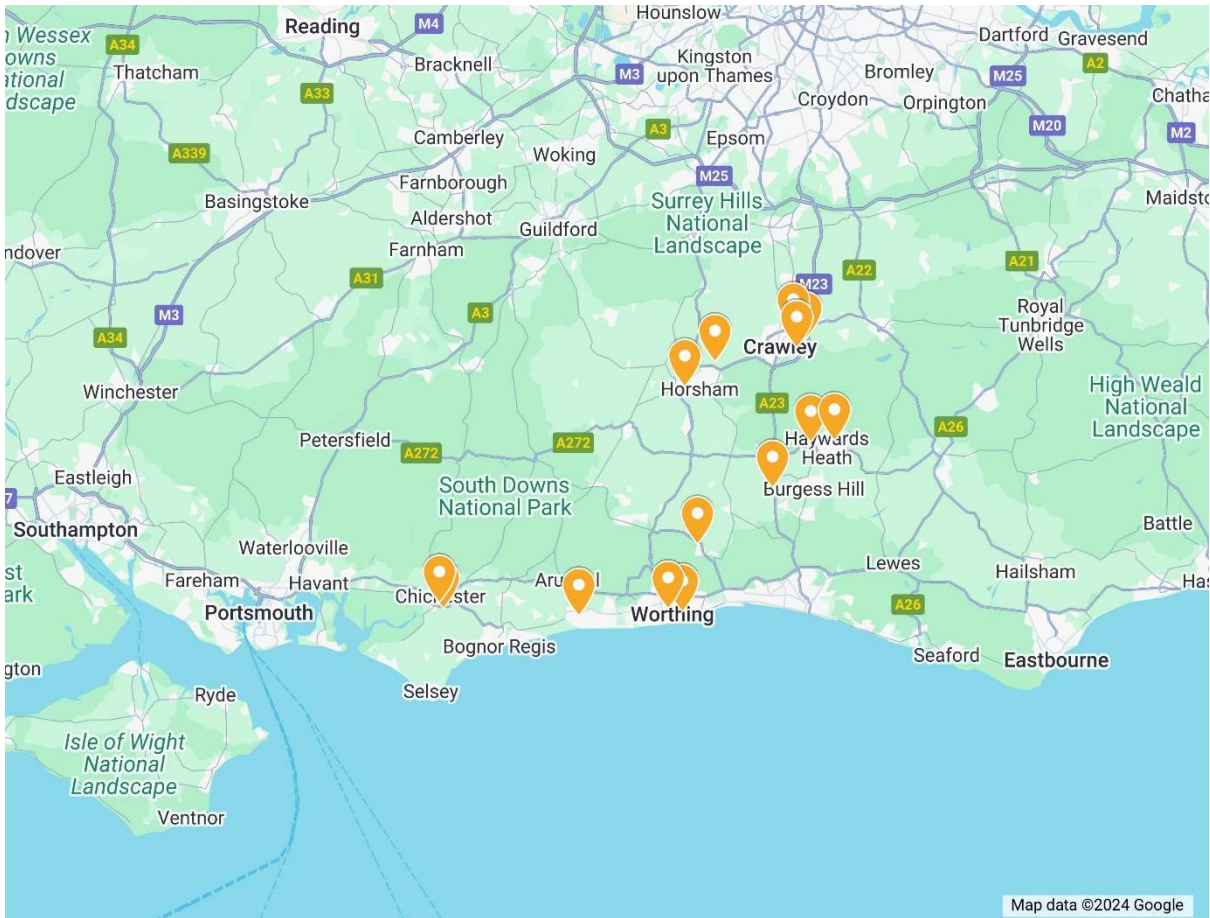
In response to rising rates of domestic abuse amongst young women, we co-created our new 1-day REALationships workshop with GYW. The workshop supports young women to identify the features of healthy relationships, and how to safely exit, unhealthy or abusive relationships. The workshop was the subject 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.

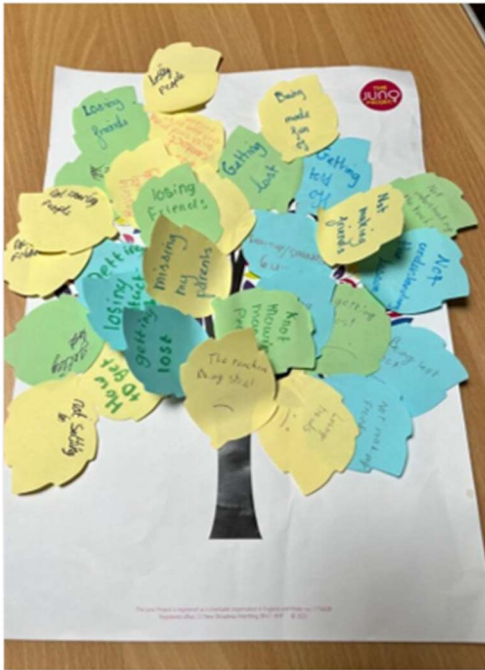
Our impact – work with 10 and 11 year olds

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 children contributed to a 'worry tree' to share their feelings



"I like the ideas for how to cope if we feel overwhelmed in a lesson. I liked the idea of making a worry tree if I feel overwhelmed or upset."

Participant feedback

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

"I liked how we could speak freely, and I learned I'll never be alone – I have myself. I loved it."

"I liked the activities and I have learned to be confident and that high school isn't that scary!"

"I liked how everyone shared their thoughts and feeling and I could share mine."

"I liked meeting a high school teacher who could help me understand things."

Teacher feedback

"The attitudes to transition and school in general improved and they became happier to discuss their upcoming move to a new school. One girl's entire attitude changed, and she no longer slouched and appeared to have a renewed sense of purpose."



*“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
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
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.