



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.

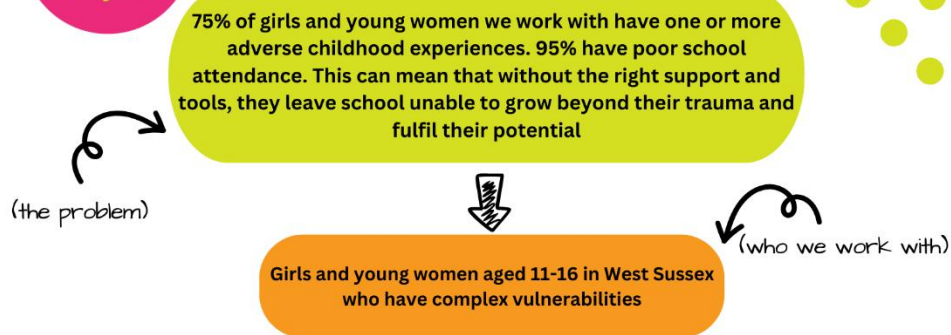
Foster diversity.

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



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 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.

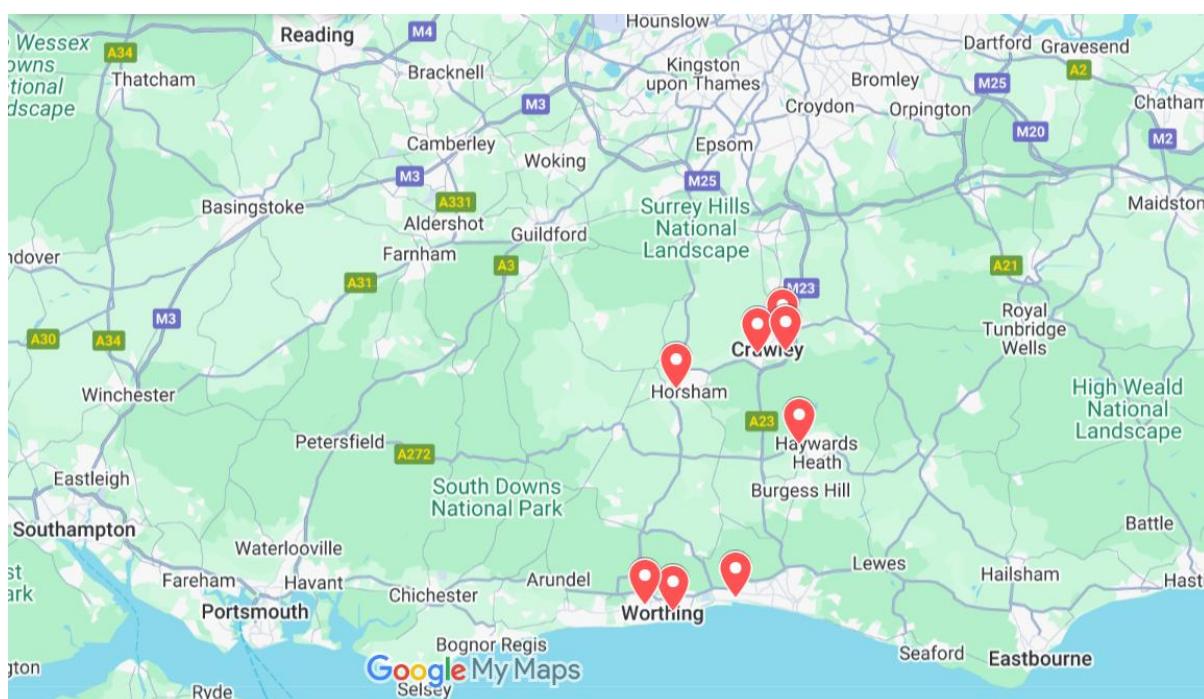
Our work in schools

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

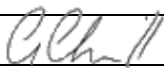
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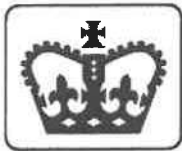
31/03/2025

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 |
| | | 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 |
| | |  | G Cherrill | 27.01/26 |



CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

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.