



Safety.
Support.
Strength.



1ST APRIL 2021 - 31ST MARCH 2022

Impact Report

2021/22

What is Inside...



Safety.
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YASMIN REHMAN

Chief Executive
Officer

HELEN JEBB

Co-Chair Board
of Trustees

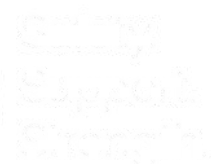


LEE HARRISON

Former Co-Chair
Board of Trustees

SUE GREGORY

Co-Chair Board of
Trustees



Impact Report

Charity No. 1094012 Company No. 4305710

Message from the CEO

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

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

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

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

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

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

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

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

Yasmin Rehman (Chief Executive Officer)



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Message from our Co-Chairs

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

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

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

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

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

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

Helen Jebb (Co-Chair of the Board of Trustees)

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



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Charity No. 1094012 Company No. 4305710

Who are Juno Women's Aid?

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



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Who are Juno Women's Aid?

Charitable Objectives

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

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

Our Vision

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

Our Mission

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

Our Aims

Juno Women's Aid aims to:

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

Our Ways of Working

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



Our Beliefs and Ethos

We believe that:

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

Our Governance

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

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

Public Benefit

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



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Juno Women's Aid's Values

Courageous

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

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

Diverse

Resourceful and Relentless

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

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

Expert

Compassionate

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



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Our Strategic Aims:

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

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

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

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

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

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

Our Strategies

Fundraising, Communications and Marketing

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

Safeguarding

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

Human Resources, Staff Welfare and Volunteers

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

Equality, Diversity and Inclusion

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

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

Our Plan for the Future

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

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

Our Quality Assurance

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

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

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

The Impact of Covid-19

Data Sources- unless otherwise
mentioned- are from Juno
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The Impact of Covid 19 on Juno Women's Aid

The Covid-19 global pandemic continues to have a significant impact on the domestic violence sector. On 29th April 2021, the Domestic Abuse Bill was signed into law, followed a year later by publication of the Government's Domestic Abuse Plan alongside the National Statement of Expectations on Violence against Women and Girls. Both areas have resulted in an increase in short term funding for the sector and for Juno Women's Aid. Whilst welcomed, they have posed logistical challenges to implement new services at short notice and during a national recruitment crisis. As in 2020-21 Juno Women's Aid experienced a surge in demand every time restrictions eased. Hybrid working for Juno Women's Aid and partners was more established in 2021-22. Responding to the health and safety needs of staff continued to be a priority, keeping staff informed and encouraged or required to follow service appropriate regimes for testing and social distancing. Staff were encouraged to take early opportunities for vaccination and staff assisted service users to access vaccinations, testing and other advice. Following strict health and safety rules in offices to reduce staff being absent with Covid or any other infection helped manage staff levels. Weekly monitoring by commissioners on critical services continued throughout 2021-22. Juno Women's Aid experienced delays caused by the impact of Covid on partner agencies for instance in relation to accommodation availability meaning families were unable to move on from temporary accommodation.

The impact of Covid

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

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

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

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

- Fatima

19 on survivors

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

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

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

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

– Keira

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

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

Our Impact

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

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

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

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

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

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



this Year...

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

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

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



Messages from our Survivors

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

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

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



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Support in Nottingham and Nottinghamshire South

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

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

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

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

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



Juno Women's Aid's Services cover **Nottingham City** and **Nottingham County South**.

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

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



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

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

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

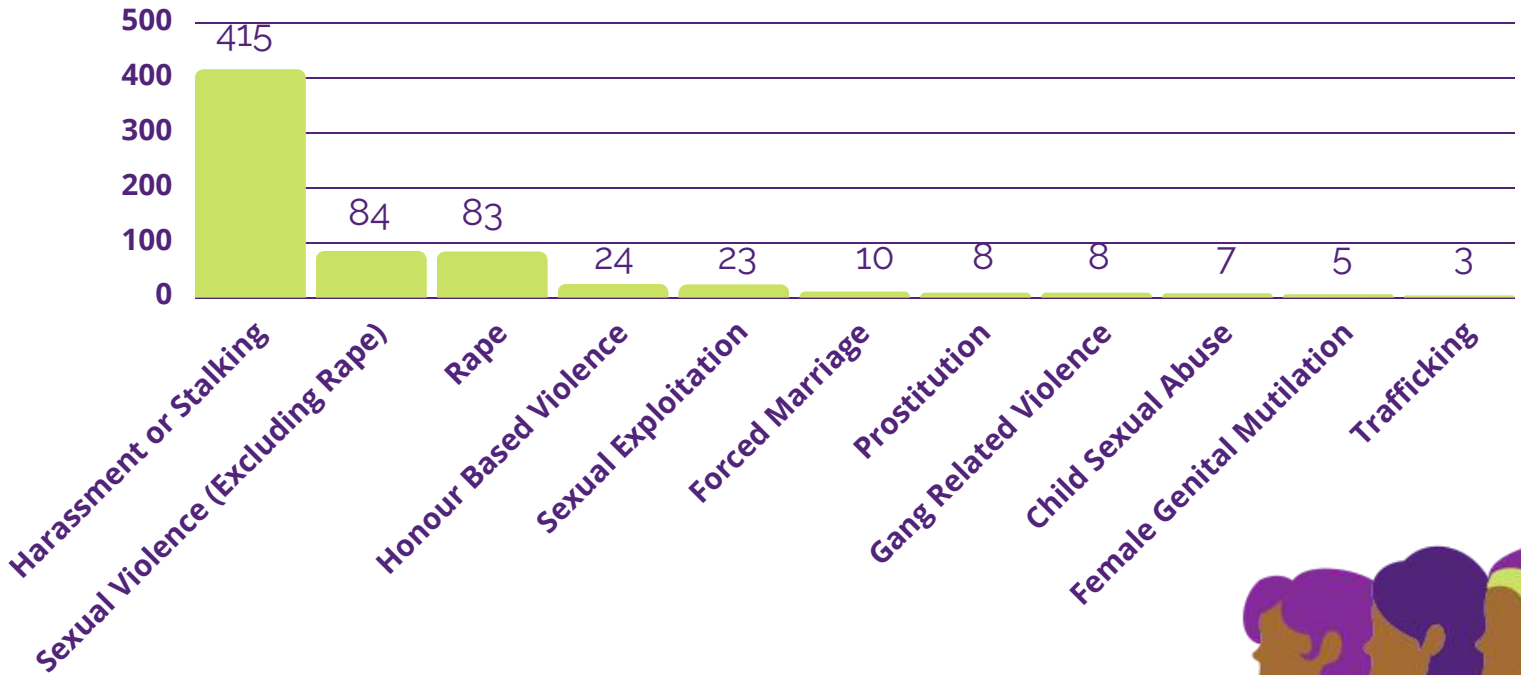
We have a **drop in** at various locations in **County South**



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Experiences of Abuse

Types of Abuse Experienced (excluding domestic abuse)



Types of Domestic Abuse Experienced

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

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

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

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

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

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



5.9 Years

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

9.8 Years

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



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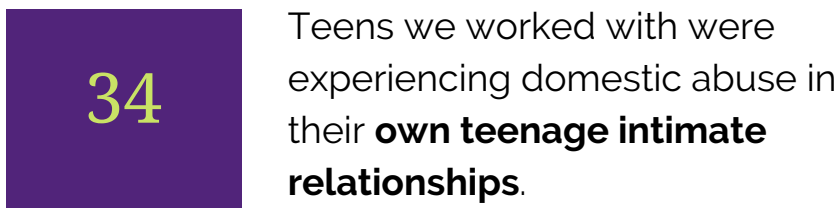
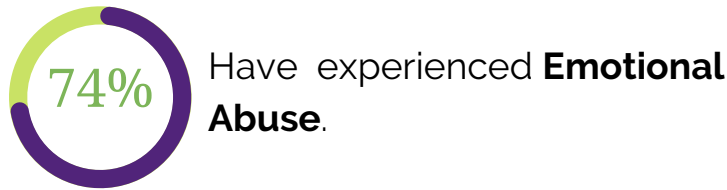
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Children and Young People



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



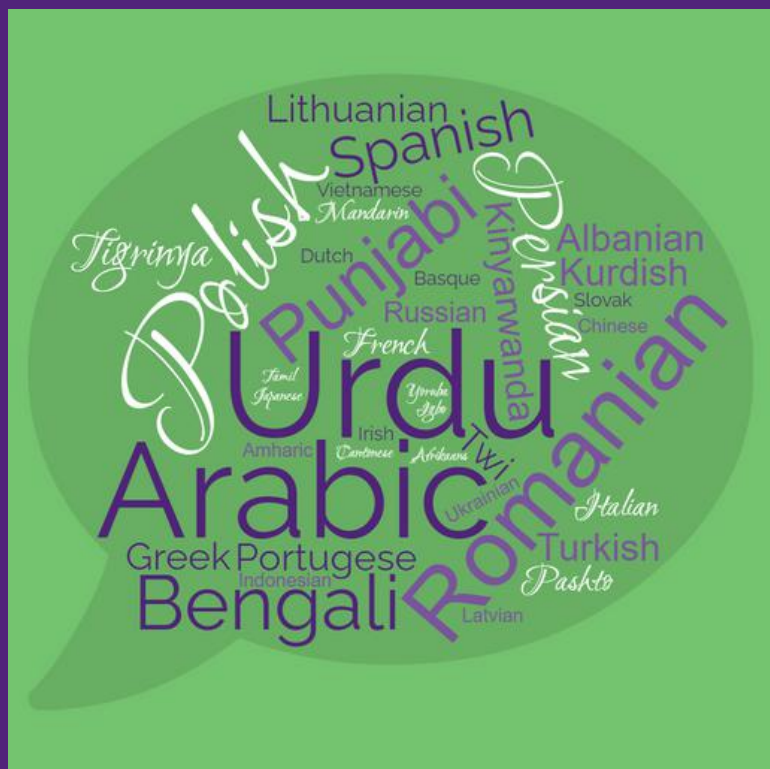
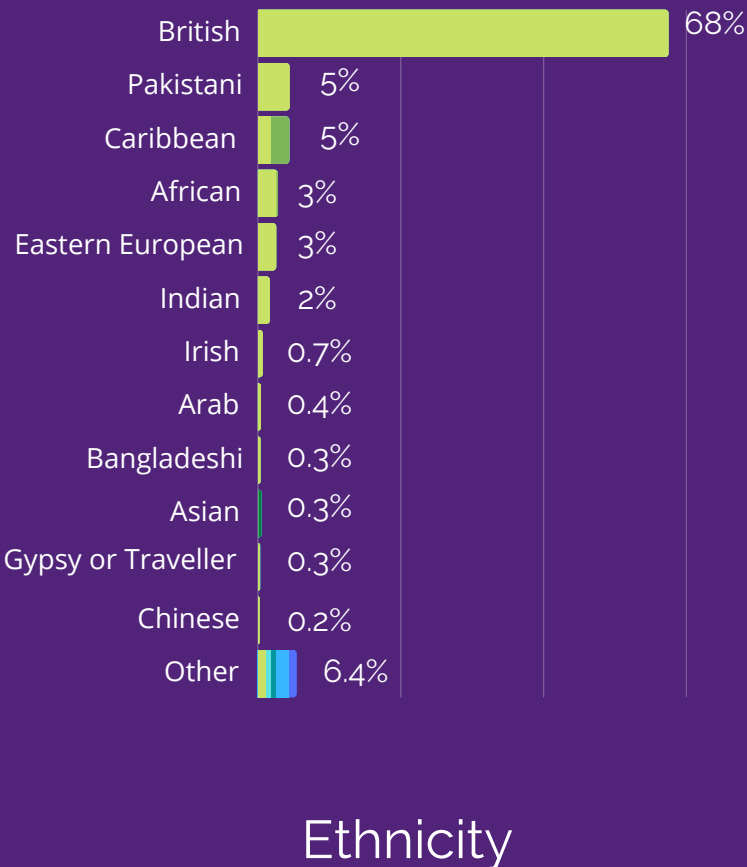
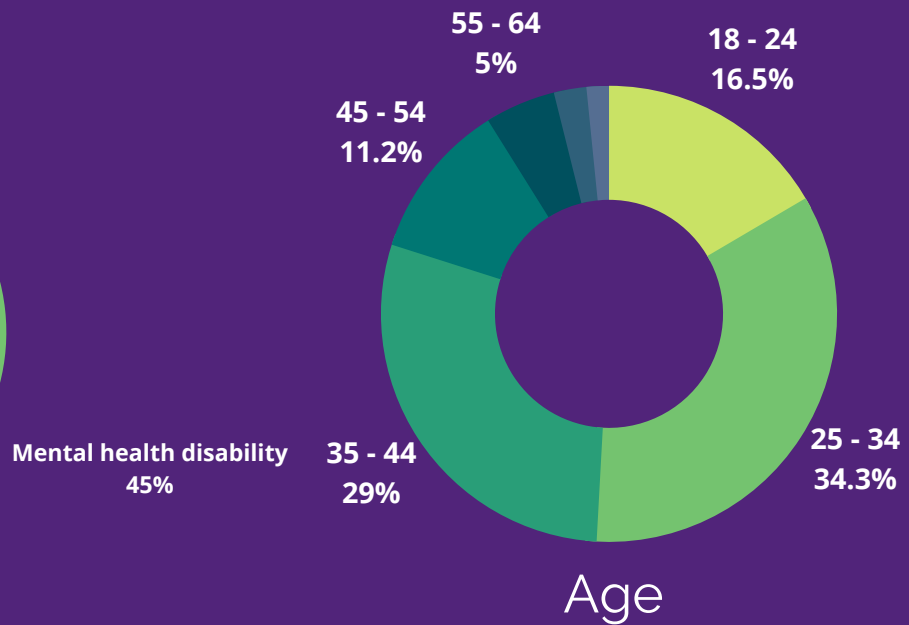
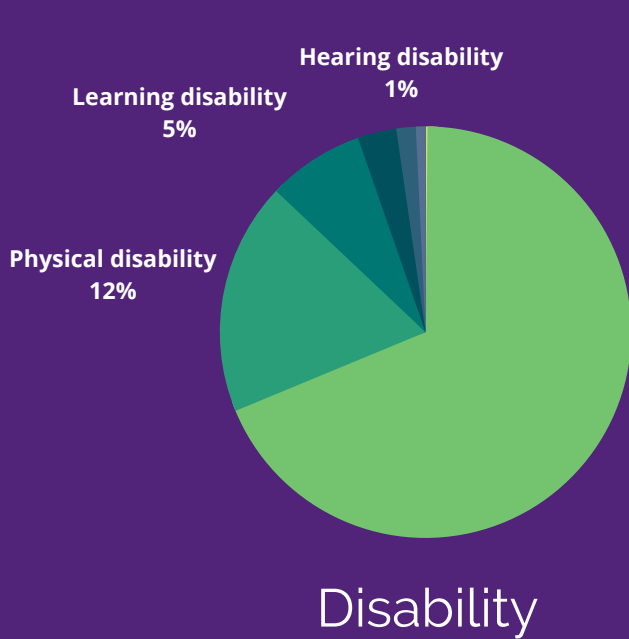
The most common type of violence in the UK is Domestic Abuse. Almost **1 in 4 women** (Refuge, 2022) will experience domestic abuse in their lifetime and **1 in 5 children and young people** (Radford L. et al, 2011, NSPCC) will be victims of/have lived with domestic abuse during their childhood. Nationally domestic abuse cases **increased by 6% in 2021** compared with the previous year. In Nottingham and Nottinghamshire there were **13,583** recorded domestic abuse crimes, **10,557** violent domestic abuse offences and **5,014** recorded domestic abuse incidents (Her Majesties Stationary office, Office for National Statistics, 2021) Our staff worked around the clock to support women, children and young people who have experienced domestic abuse and to help ensure that future generations can live safe lives free from abuse.



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Experiences of Abuse:

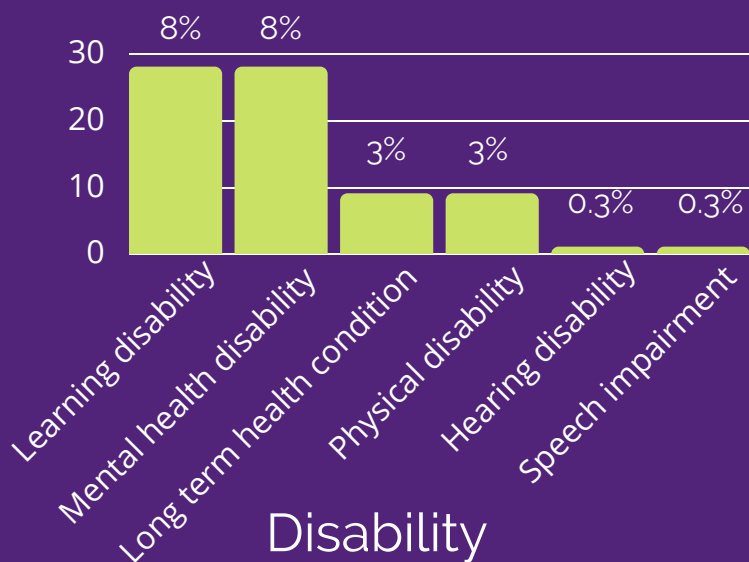
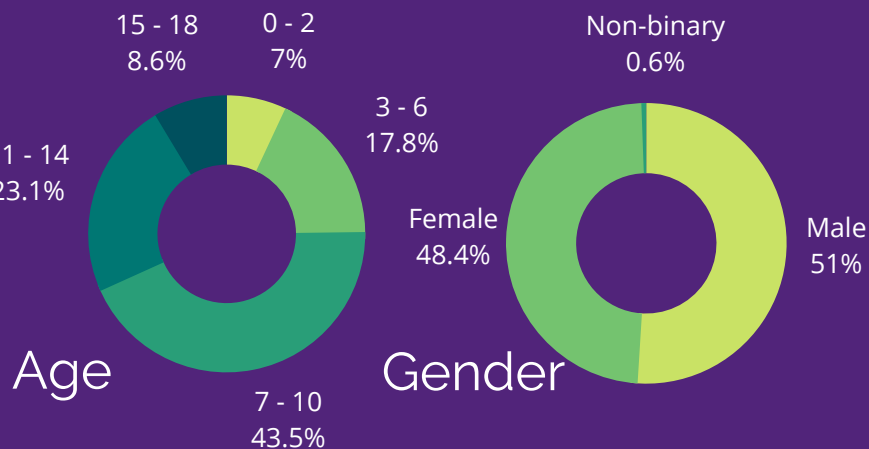
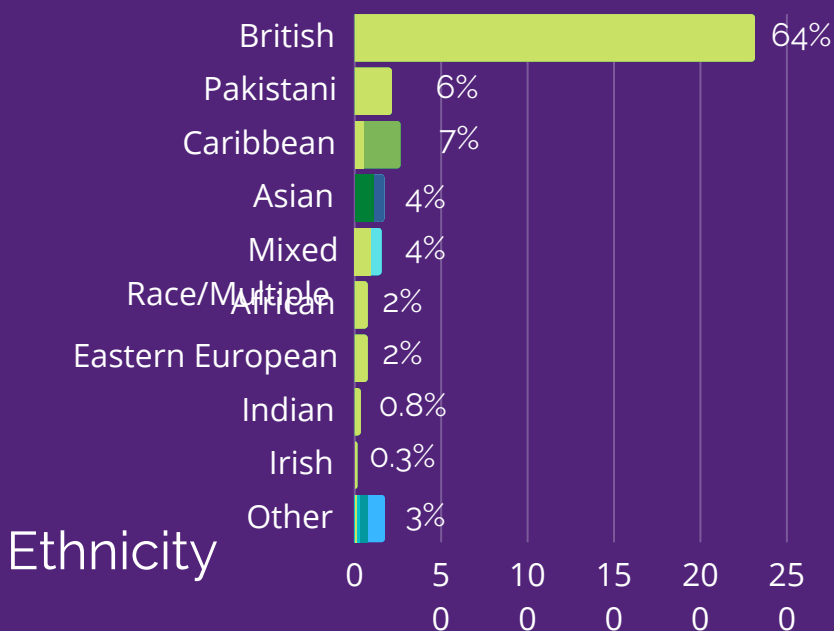
Women



Languages Spoken

Demographics

Children and Young People



96

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

180

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

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

68%

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

1260

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

Our Services

2021-22

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



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Helpline

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

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

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

Freephone: **0808 800 0340**

Agency: **0115 9476490**

Email: **helpline@junowomensaid.org.uk**



Professionals who contact us seeking advice about people they are supporting

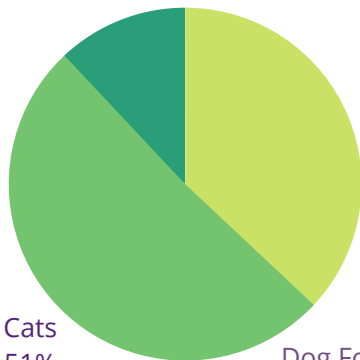
- GPs and Medical Centres
- Other Women's Projects and Centres
- CAHMS
- CAFCASS
- Counselling services
- CPS, Policing and Probation services
- Family services
- Health services
- Education services
- Drugs and Alcohol services
- Housing and Accommodation Support Services
- Local Authorities and Councils
- Refuges
- Community Groups
- Social care
- Youth groups
- Other support services



Pets Project

In a home where abuse is happening, pets are at real risk. Most refuges, hostels and temporary accommodation cannot take animals, but our Pet Foster Project can help. The Pet Foster Project set up in 2008 and was the first pets project set up by a women's aid organisation in England. Covering all of Nottingham and Nottinghamshire, is a vital part of the packages of support for women and children who do not wish to leave their beloved pets behind. It provides a safe place for pets to be housed temporarily enabling women and children to flee abuse situation. There is no charge for the service and no time limit on the length of time a pet can be in service, however owners who can afford it are expected to pay for pet food and cat litter.

Small animals/reptiles
12%



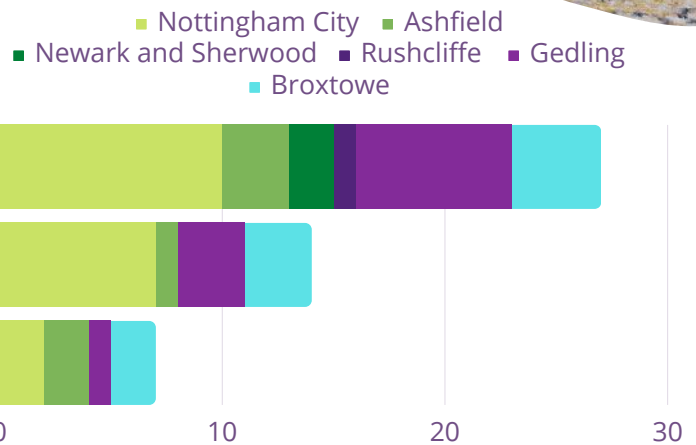
Dogs
37%

Cats
51%

Dog Foster Carers

Cat Foster Carers

Small/Exotic Foster Carers



Due to Covid-19 this year has been a little different. Throughout the lockdown we had to close this much needed service to referrals for the safety of our fosterers but now we are back up and running as usual, giving safe temporary homes to beloved pets. If you would like to volunteer to be a pet project fosterer please email enquiries@junowomensaid.org.uk



Supporting Children and Young People

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



Safety.
Support.
Strength.

One to One Support **Young Voices (City) & Children and Teen (County)**

One to one support for children and young people 5-17 years old (School years 1-13) who have witnessed and have a memory of domestic violence and abuse within the home.

Knife Crime (City & County)

This service is for children and young people aged 5-17 years who are living with or have witnessed abuse within the home where a knife or other weapon/object has been used in the abuse.

Group Support **Stronger Families Programme (City)**

Stronger Families is a group recovery programme for mothers and their children who have experienced or witnessed domestic violence and abuse within the home. To participate in this programme, the abusive relationship has to have ended and the family no longer living with the perpetrator, the child is at least 5 and has a memory of the abuse, and the family should no longer be in crisis.

Healthy Relationships School Programme (County)

For children and young people aged 5-16 (School years 1-11) must have witnessed and have a memory of domestic violence and abuse within the home.

'Escape the Trap' Programme (City & County)

This is a 9-week programme (including a pre course session) run in schools with the aim of educating and informing teens about abusive relationships and how to keep safe.

Children and

At Juno Women's Aid, we recognise that children and young people are victims of domestic abuse in their own right and need dedicated specialist support to help them through this difficult and confusing time in their lives. Because of this, Juno Women's Aid offer a number of specialist services supporting children and teens across Nottingham City and South of Nottinghamshire: Ashfield, Broxtowe, Gedling, Rushcliffe.

Since the Domestic Abuse Act (2021) was passed, children and young people can now be recognised as victims of domestic abuse under the law..

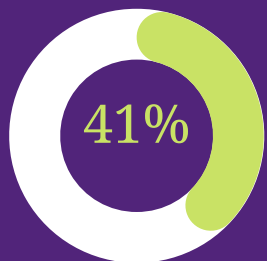
**1 in 7 children and young people have
lived with Domestic Abuse.**



Young People's Service

Although legally it is not recognised that young people can experience domestic abuse in their own intimate relationships, at Juno Women's Aid we understand that as well as experiencing domestic abuse taking place in their households, many teens also suffer abuse within their own teen relationships.

Because of this, we offer a wide variety of support for teens who have experienced abuse and we strive to work with our young people to better understand the challenges they face and how they need to be supported.



of 14 - 17 year old girls in their own intimate relationships have experienced some form of sexual violence from their partner.

University of Central Lancashire (2015)



of girls have experienced physical violence in their own teen relationship.

NSPCC (2009)

One to One Support

Teen Advocacy Service (City & County)

Supports young women aged 13-17 years old, who have experienced or are experiencing abuse within their own intimate relationships.

“

[My] Worker made me realise about DA (Domestic Abuse) and that the relationship I was in was not healthy, I was helped and supported to leave, I felt supported. The relationship I had with the worker help me move forward and changed me as a person. I got the strength to leave.

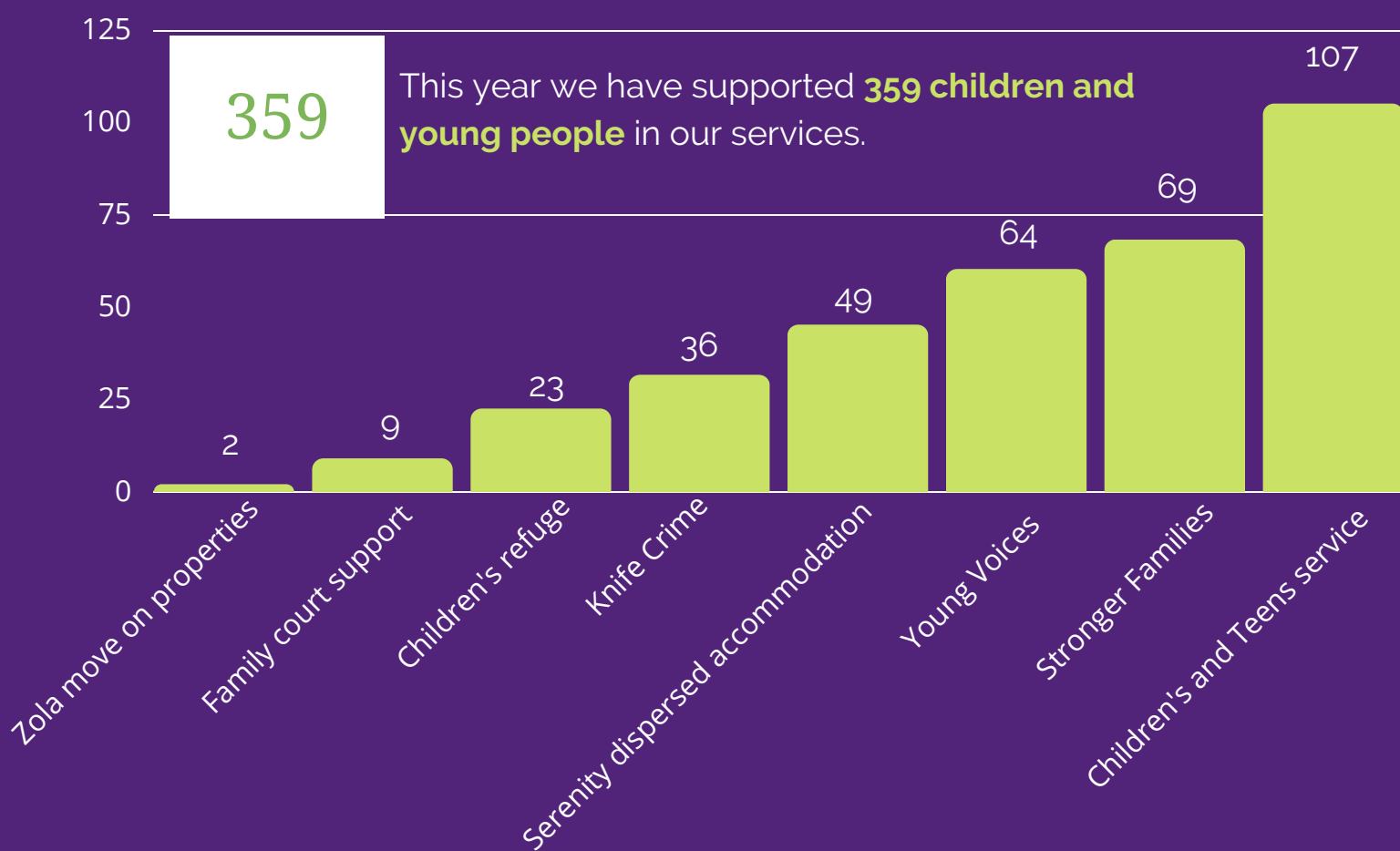
- Message from a Teen Survivor

”



Children and Young People In our Services

At Juno Women's Aid, we have continued to support hundreds of children and young people both in and out of our refuges. We continued our support throughout the Covid-19 pandemic finding innovative ways to deliver our services online and in communities.



Supporting Survivors

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



Safety.
Support.
Strength.

City SASS



Our City SASS (Survivor Advocacy Support Service), provides an holistic, confidential and independent service for women who are experiencing or have experienced domestic abuse. We operate in Nottingham city centre and have drop-in services across the city. We support survivors across all levels of risk using our needs led and trauma informed model developed by Women's Aid England with our CEO, Yasmin Rehman. This means that women who come into our service will be assigned a worker who will stay with them throughout their journey at Juno regardless of their risk level, reducing the need for survivors to retell their story, and thereby reducing trauma.

Our team offers one to one support in the form of safety planning, advocacy and crisis interventions as well as group programmes such as the Freedom Programme, Own My Life and Stronger Families,



592

We supported **592 women** in our City SASS Services this year.

100%

of our service users would **come back** to the service if needed.

100%

Of our service users felt **Juno Women's Aid understood and respected their particular needs.**



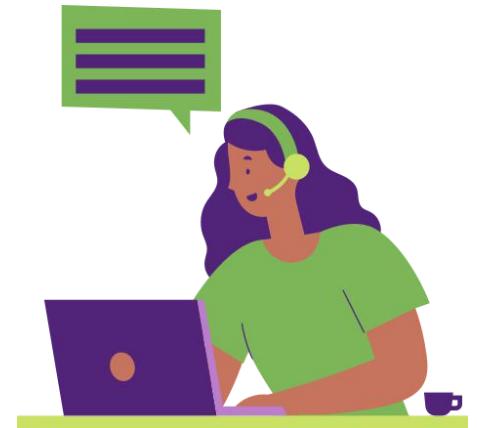
**Safety.
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Strength.**

The Hub and MARAC Admin Teams

Our Hub team and MARAC (Multi-Agency Risk Assessment Conference) admin team work with our city and county services who provide frontline support.

The Hub

The Hub is a central point for referrals into the our city and county services, working with women, children and teenagers who have experienced or are experiencing, domestic abuse. The Hub processes referrals at all risk levels, and will make initial contact with the survivor.



MARAC

(Multi-Agency Risk Assessment Conference) Admin

The MARAC administrators are responsible for coordinating each meeting. They are a central point of contact for all MARAC partners.



County SASS

Our county services provide support to women across Nottinghamshire South: Ashfield, Broxtowe, Gedling and Rushcliffe.

Our County SASS team (Survivor Advocacy Support Service), mirrors the support provided by our City SASS service.

Our team offers one to one support in the form of safety planning, advocacy and, where women have been assessed as at high risk of harm, acting as their voice at the MARAC. We offer crisis interventions as well as group programmes such as the Freedom Programme and Own My Life.

We also provide drop in services based in community venues across Nottinghamshire South and are dual based with partner agencies.



462

We supported **462 women** in our County SASS Services this year.

98%

Of service users felt that the services they experienced at Juno Women's Aid had a positive effect on their life.

100%

Of our service users would recommend this service to family and friends if they needed it.



Justice Team

Our Justice services support survivors through the process of criminal and civil remedies in response to domestic abuse in the city and county (south). Understanding how the legal and court system works can be confusing, and can feel overwhelming if you are going through this alone. We will create support plans alongside women, safety plan and regularly review risk assessments for all survivors.. All of our justice services are multi-agency, being dual based alongside partner agencies across Nottingham and Nottinghamshire.



Our Justice Services

IOM SASS

SASS is a Survivor Advocacy Support Service. They work with the Integrated Offender Management (IOM) team alongside IOM police officers and offender managers with the probation service. The IOM Service works together to manage the risk posed by the most prolific domestic abuse offenders across Nottinghamshire.

Court SASS

This service supports survivors where their abuser has been charged with a domestic abuse related offence, or who is subject to a Domestic Violence Protection Notice/Order. SASS workers also liaise with the Crown Prosecution Service, Witness Care and support survivors as witnesses in magistrates and crown court trials.

Your Choice project

This is a pilot scheme and supports survivors whose partners/ex-partners are on or have been referred to a voluntary perpetrator programme. Support can be offered for up to 1 year if their ex/partner is accepted onto the programme.



Stalking Advocacy service

This service provides support for Non-domestic abuse related stalking. This is where a victim is being stalked but has not been in a relationship with the stalker.

This is part of Juno Women's Aid's wider Partnership work with the Stalking Advocacy Service across Nottingham City and Nottinghamshire. The service is provided in partnership with Nottinghamshire Women's Aid, Equation, Nottinghamshire Victim Care and Nottinghamshire Police.

Family Court

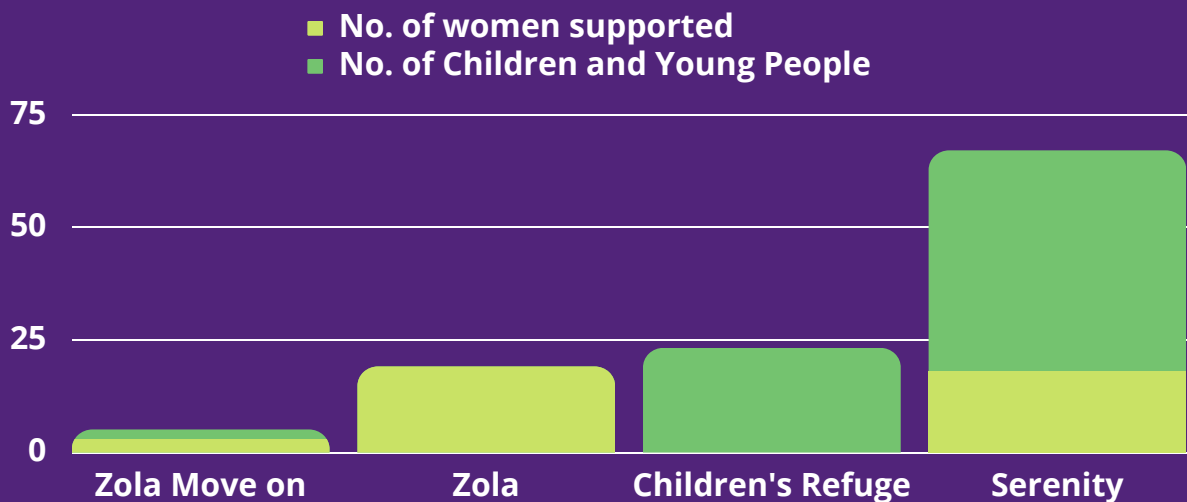
We support survivors in matters relating to Family Court and their children are offered support by Juno Women's Aid's Children and Teen service. In the majority of cases women need support with Child Arrangement Order proceedings, although we also support regarding other matters including divorce and civil orders.



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Accommodation Services

We run a range of accommodation services across Nottingham and Nottinghamshire to support women and children fleeing from domestic abuse. Our accommodation services are in high demand and this year we housed 40 women and 74 children and young people in our refuges and move on accommodation.



These services provide a safe place for our survivors and their children to recover and rebuild their lives. We aid survivors on their journey by providing specialist support, giving women the tools they need to overcome their trauma and build a brighter future for themselves and their family.

“Refuge provided a safe roof over the heads of my children and me. Myself and my children would still be unhappy and being controlled by my husband things were getting unbearable at home, [Now I] feel like I have time to think and make different decisions”

MESSAGE FROM A SURVIVOR
SUPPORTED IN OUR REFUGE



Safety.
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Strength.

Our Accommodation Services

Serenity Dispersed Refuge

Serenity dispersed refuge service consists of self-contained properties in Nottinghamshire. Designed to accommodate larger families (including those with pets), the service can support women fleeing with up to 8 children. The smallest property accommodates a woman plus 4 children. This service benefits families with older male children who are unable to access other refuge accommodation.

Zola Refuge

Zola refuge is a nine bedsit/flat refuge service offering refuge to Black, Asian and Minority Ethnic and Refugee women and their children. Bedsits/flats are able to accommodate various family sizes up to a woman with 4 children, as well as offering refuge to single women. The support workers speak various languages (South Asian languages and African languages and their dialects) and have access to interpreting services to help reduce language barriers and offer the specialist knowledge and cultural support required.

Zola Move On Project

The Move-On service is a supported safe accommodation service which allows families to move on from refuge as their needs related to the domestic abuse have been met, but they still require permanent safe housing. The service consists of 3 houses in the community able to accommodate up to a woman plus five children in each property.

Refuge Children's Workers

As a result of the Domestic Abuse Act passing into law, commissioners moved to funding children's refuge workers. This is a service Juno Women's Aid had been providing for several years using alternative sources of funding.



Specialist Services

We have received new funding this year to enable us to expand our targeted support services widening our reach to work with communities that are difficult to engage.

At Juno Women's Aid we work in partnership with agencies across Nottingham and Nottinghamshire to offer support to those who need it most. Many of the women we work with have complex needs and will often be receiving support from multiple agencies. Continuing our response to complexity in 2022-23 we are working in partnership with Changing Futures to increase the support for those identified who are at severe multiple disadvantage.



Impact Report

Charity No. 1094012 Company No. 4305710

Specialist Services

Helix programme

Helix is a new pilot 5 bed safe accommodation service for Street Homeless women who face severe and multiple disadvantage. The service is a short-term intense respite service supporting women to be able to take their first steps to move on into other forms of accommodation, either supported or general needs, depending upon their need. This service is delivered in partnership with Emmanuel House and Nottingham City Council.

Black and Minoritised Women Specialists

Our new Black and Minoritised Women Specialists support women from black and minoritised ethnic communities, working closely with specialist services and having close links with community organisations.



Older Person and Disabilities Specialists

Our new Older Person and Disabilities Specialists work with women over 55 both in the city and county south. Our specialist workers have a deeper understanding of the barriers and needs of women, they work alongside other organisations to help engage and support difficult to reach communities.

Response to Complexity

Our R2C Service is for women with complex needs in addition to domestic abuse such as physical or mental ill health, addictions and homelessness. Juno Women's Aid works in a more holistic, creative way to support women and the other agencies who also work with women in order to achieve safe and independent lives.

This service has been running for a number of years and expertise gained here has assisted with the Helix Project Pilot.



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Our Partnership Work

Juno Women's Aid has excellent partnerships in place with organisations to ensure we can support and meet the needs of women, children and young people. We work with our partner agencies across Nottingham city and Nottinghamshire to promote joint working and multi-agency responses. Our helpline is used extensively by other agencies to seek advice on how to assist people they are working with on Domestic Abuse matters. Logos of just some of the partner agencies we work with are shown below.

We have workers based in housing and accommodation services, courts services, Nottingham University Hospitals and Nottinghamshire Police. Juno Women's Aid uses a variety of community venues to increase accessibility.

The Board of Trustees would like to thank those partners for their support during 2021-22 especially with the challenges posed by the pandemic.

Survivor Voice and Engagement:

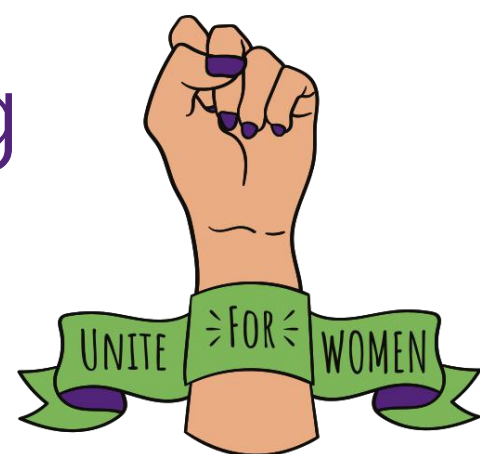
The survivor voice service works on capturing survivors' experience of receiving a service and using their feedback to inform future improvements in service delivery.

“ *absolute diamond and couldn't have sorted this situation without your help.* ”
– Matron NUH

“ *You do an amazing job, you're worth your weight in gold* ”
– CAHMS



Campaigning



Cut it Out

The Cut it Out campaign was originally launched in Norfolk after the death of Kerri McAuley. With Equation we ran this campaign in Nottingham and Nottinghamshire. This gave local hair stylists the tools to help by offering 90 minute domestic abuse training, free follow up support and resources to place in salons to let survivors know they can talk to their stylists.



At Juno Women's Aid we pride ourselves on being a politically active feminist organisation. We recognise that calls for change start in communities and that our voice is powerful when we work with our sister organisations and local agencies and communities to call on local/national authorities to create positive change.

Stalking Awareness Week

This year Juno Women's Aid partnered with Nottinghamshire Women's Aid and Equation to raise awareness of Stalking and recognise the impact of stalking on our survivors and what support we can offer.

“Without the SAS service, I would not be aware of the set procedures you can put in place and also what to do when you have a stalker.”

Because of this, Juno Women's Aid often responds to local and national consultations. This year we have responded to the national consultations such as the Victims Bill and Human Rights Reform: A Modern Bill of Rights consultations with other feminist organisations across the country.



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Strength.**

Impact Report

Charity No. 1094012 Company No. 4305710

Thanks to our Supporters

Thank you to our 27 regular donors

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

Thank you to the following organisations for donations:

UoN WRFC Alumni,
Unison,
Soroptomist,
NCVS,
NEU,
Create Art School,
Ringrose Law,
T K Maxx,
John Lewis,
West Bridgford WI, Eakring WI,
Lapwings WI, Linby and Papplewick,
The Arches,
Trent Vineyard,
When Women Gather,
Nottingham City Trams,
Nottingham Playhouse,
Nottingham Women's Centre.

The Following Amazing Individuals have organised fundraising events for us from Bike Rides to lockdown marathons!

Ben Lesley
Alexsandra
Chrissy Hannah

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

□ G C, □ Ricard, □ Emma,
□ Mary,
Penelope, Sharon,
Mat, Ulwin, Megan,
Paul, Caroline, Ian,
Ronald Joanne

45

Thankyou to anyone who donated in any way.

Thank you Tom

Tom donated money in memory of his wife Anne for us. Tom is continuing to build on his relationship with Juno Women's Aid by providing us with ongoing support in our future work.

Thank you Julia

Julia donated a house to be used as a refuge for women across Nottingham and Nottinghamshire in memory of her Aunt Judith. Judith's house opens in summer 2022.

Thank you Aalleyah

Aalleyah Symons' ADA17 Company Trust Fund donated funds allowing us to create a playroom and counselling room for children in our refuge.

Thank you to L&A Beauty Ruddington

Louise and her sister raised money for Juno Women's Aid through their Charity Ball in March. The money donated will be used to help women across Nottingham and Nottinghamshire escape and recover from domestic abuse.

Thank you to Tara's Angels

Tara's Angels have consistently supported our organisation particularly our refuges. This year Tara's Angels helped us to furnish our new refuge Judith House, allowing us to support more women across Nottingham and Nottinghamshire.

Sincere Condolences

And Thanks to the families of Dorrette and Sharon for donations in their memory.



Safety.
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Strength.

Impact Report

Charity No. 1094012 Company No. 4305710

Meet our Leadership Team

Board of Trustees 2021-22

HELEN JEBB

Co-Chair Board of
Trustees

SUE GREGORY

Co-Chair Board of
Trustees

LEE HARRISON

Former Co-Chair
Board of Trustees

LUCIA SWIFT

HR Subcommittee
Head

SUE TONGUE

Treasurer

PAULINE DUNKWU

EDI Subcommittee
Head

ANNA HARRY

Fundraising
subcommittee Head

Trustees:
**BOPINDERJIT
DHILLON
CHANTAL LEE
SHAKEERA CHOKIA
SONIA LONG**

LIZ REID

Board of Trustees
Administrator

Thanks and Best Wishes to Trustees who left
during 2021-22: Caroline Keenan, Briony
Storer

Senior Leadership Team 2021-22

YASMIN REHMAN

Chief Executive
Officer

REBECCA SMITH

Head of
Accommodation
Services

PAULA CLARKE

Head of Service for
City

SAM BENNETT

Head of Quality and
Performance

DEBBIE DENNING

Head of Service for
County

KATHERINE ONION

Head of Finance and
Business Support

CARLY MASON

Head of Human
Resources

VAL WILLIAMS

Special Projects
Manager



Juno Women's Aid Headquarters

Suites 1, 8 & 9 Heathcote Buildings,
Heathcoat Street,
Nottingham,
NG1 3AA

24-hour helpline

0808 800 0340

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

Referrals and agency enquiries

0115 947 6490. or use our 24-hour helpline

General enquiries

0115 947 5257

enquiries@junowomensaid.org.uk

Media enquiries

communications@junowomensaid.org.uk

Fundraising enquiries

fundraising@junowomensaid.org.uk

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



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