



**Safety.
Support.
Strength.**

Compassionate

we never give up

Relentless

Courageous

women for women

Expert

Diverse

Impact Report 2022/23

1ST APRIL 2022 - 31ST MARCH 2023



Safety.
Support.
Strength.

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Message from our CEO

The past year has been incredibly busy, rewarding and challenging as we continued to move forward in achieving our ambition of ensuring the provision of specialist services run by women for women, children and young people to reduce the harms resulting from their experiences of domestic violence and abuse.

We have continued to deliver vital services to women, children and young people in Nottingham and South Nottinghamshire during this year. The board and I wish to thank all staff, trustees, volunteers and partners for their contribution, support and commitment to tackling domestic abuse.

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



PAULA CLARKE

Deputy Chief Executive Officer

Message from our Co-Chairs 22/23

The Trustees take this opportunity to thank our CEO Yasmin, the Senior Leadership Team, all staff, volunteers, commissioners, funders, donors, partners and other stakeholders for supporting us to provide services for so many women, children and young people this year. The Board of Trustees is responsible for the governance and scrutiny 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 and that our strategic direction seeks to continuously improve and extend the range of services we offer. We have an excellent working relationship with Yasmin, the CEO and the senior leadership team to whom we provide appropriate challenge and support.

We are sure that 2023-24 will be both busy and challenging but also exciting and rewarding. The Board has initiated work to review the Governance Structure to ensure that it remains fit for purpose in the context of Juno's growth and evolution.



SUE GREGORY

Chair Board of Trustees



HELEN JEBB

Co-Chair Board of
Trustees April 22-
October 2022

Who are Juno Women's Aid?

All data is collected from Juno Women's Aid, unless stated otherwise

Who are Juno Women's Aid?

We are a domestic abuse charitable organisation in Nottingham and South Nottinghamshire. We are women only led and work with women, children, and young people who have been affected by domestic abuse in Nottingham and South Nottinghamshire.

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.

Our Vision

Juno Women's Aid's vision is of a world where women, and young people 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 people 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 abuse.



Our Beliefs and Ethos

We believe that:

- Domestic abuse 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. Our Board of Trustees work together to strategize and make key decisions overseeing the running of the charity.

If you are interested in becoming a Trustee please go to our website:
<https://junowomensaid.org.uk/>

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.

Our 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.

Diverse

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.

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.

Expert

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

Compassionate

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

Quality Assurance

As a registered company limited by guarantee we value accreditation and standards which evidence our high quality work internally and externally. This year we achieved accreditation by Safe Lives and underwent reviews as detailed below.

**SafeLives
Leading
Lights**



SafeLives Leading Lights is the mark of quality for domestic abuse services and has been recognised by commissioners and funders across the UK. Standards are split into 4 sections: Service provisions, Multi-agency working, Human resources and Governance. In November 2022 we achieved accreditation at Juno Women's Aid from SafeLives Leading Lights. Throughout the accreditation process we evidenced our quality of service. We were visited, assessed by and provided evidence to SafeLives Leading Lights. Accreditation is passed for 3 years.



We continued to be accredited by Women's Aid national quality standards in 22/23. Women's Aid Standards require services to prove themselves against criteria that promote positive survivor outcomes, rights and access, safety and dignity and sustainability and autonomy. Our accreditation is due to be renewed in 23/24. We will provide evidence to Women's Aid and undertake the accreditation process

pilotlight
Partner Charity

Over the past year, Juno has been working with a Pilotlight Project Manager and a team of four senior business leaders – Pilotlighters – as part of a comprehensive review of the organisation. Juno entered into this process to support the Board of Trustees and senior leadership team with developing our strategic vision for the future to ensure sustainability and explore new opportunities for income generation. This work has led to new ways of working including the development of exciting corporate partnerships and setting of our strategic goals for the next five years.



Juno has been working with Social and Sustainable Capital (SASC) to explore investment opportunities to help the organisation to become more financially self-sufficient and to generate more social impact. Over the past year, Juno has undergone a thorough due diligence process with SASC which has led to us submitting a proposal for investment in dispersed refuge accommodation.

What we do.

All data is collected from Juno
Women's Aid, unless stated
otherwise

Our services

Juno Women's Aid continued to provide a wide range of services and support to women, children, young people and pets:

Helpline

Young Voices

Knife Crime

CADA Stronger Families Programme

Healthy Relationships

'Escape the trap'

Teen Advocacy Service

Pets Project

City SASS

County SASS

Court SASS

SAS Stalking

IOM SASS

Family Court Service

Freedom Programme

Own My Life Programme

Stronger Families Programme

Zola

Zola Move On

Children's Refuge

Serenity

County Housing Options

Response to Complexity

BAME Community

Helix Project

Older Women and Disabilities

Safer Accommodation

MARAC Hub

MARAC Admin

Juno Voices



This year we wanted our impact report to reflect the voice of the survivors who have been supported by Juno Women's Aid in 22/23.

Feedback data has been used to gain this insight along with data collected throughout the year.

All data provided by Juno is a representation of data in our Case management system. We can only report on those that have used our services, and provided information, therefore this report does not aim to present the picture of Domestic Abuse experienced for Women, children and pets in Nottingham.

“ I feel satisfied, i feel safe, you should see the smile on my children's faces we can live a life that is fear free. I feel i can say 'no' now. I am so happy there are women like you in this world, thank you so much for your support ”

City SASS Service User

We're here to support women, children, young people and Pets

2726 Women and **472** Children and Young People supported

2975 children indirectly supported

15,884 calls from across Nottingham, Nottinghamshire, East Midlands and Nationally

35 women and **67** children and young people in our refuges and move on accommodation.

615 survivors supported through our justice services.

56 Pets were supported including dogs, cats, small animals and reptiles

94% of survivors were supported through court achieved a justice outcome

97% of survivors felt that the service had made a positive difference in their life

74 young people experiencing abuse in their own intimate relationships supported.

Changes in 2022/23

At Juno Women's Aid we work hard to support women, young people, children and pets who have been impacted by domestic abuse (DA). The demand for DA services is ever needed with **1.7** million DA incidents reported to police in the year ending March 2022. The average length of current abuse experienced by adult survivors before a referral to Juno WA was **5.91** years (22/23) demonstrating the hidden figure of domestic abuse experienced by women before receiving support. This figure has decreased since previous years indicating that survivors in Nottingham received and accessed support sooner in 22/23.

Juno Women's aid aim to keep our specialised services in line with need in Nottingham and South Nottinghamshire. Over past years Juno has expanded its services to do just this. This year has been another 12 months of progression and change to provide the specialised support for women, young people, and children experiencing domestic abuse.

Below are some events from 22/23 that demonstrate our response to need and development.



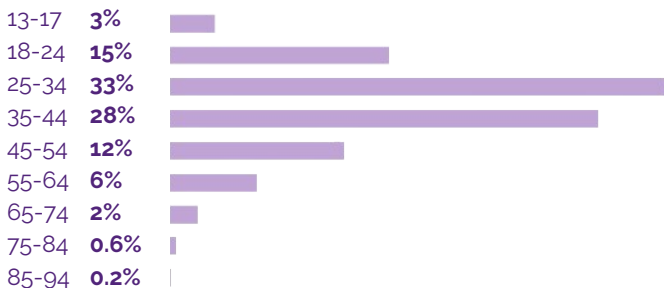
However, WAE reported on public perceptions of domestic abuse, finding that 34% of the general public believe DA is a result of a bad person rather than systematic misogyny in the country (WAE, Oct 2022). The results demonstrate the continued misunderstanding and myths about DA that pose barriers to reaching out for support and enable abuse to continue. Abuse continues to impact women children and pets on a large scale and Juno fight to support these women, young people and children in Nottingham and South Nottinghamshire to get the support they need to live a life free from abuse.

Demographics

Data is a representation of those who used our service who provided demographic data and does not aim to represent survivors of domestic abuse in Nottingham and Nottinghamshire or a total representation of survivors supported by Juno Women's Aid.

Age

Age is similarly distributed as in previous years, however, this year there is a higher representation of older survivors following the implementation of our older women and disabilities outreach service.



Disability



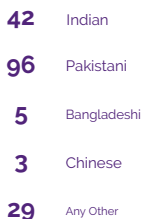
54% survivors reported a disability.
45% of these survivors having a mental disability
325 Survivors had more than one disability

Ethnicity

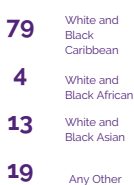
White



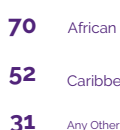
Asian/Asian British



Mixed/Multiple Ethnic Background



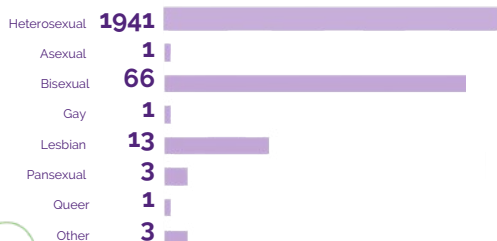
Black/ African/ Caribbean/ Black British



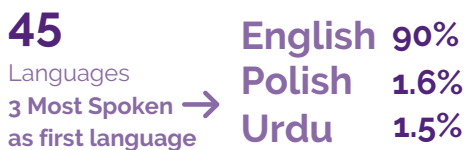
Other Ethnic Group



Sexual Orientation



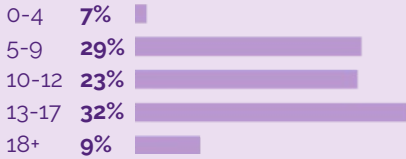
Languages Spoken



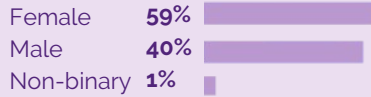
92 Survivors required an interpreter

Children and Young People

Age



Gender



42% of children and young people had children's service involvement

Experiences of Abuse (Adult Survivors)

Types of VAWG experienced

2277	Domestic Abuse
8	Child Sexual Abuse
3	Female Genital Manipulation
12	Forced Marriage
4	Gang-related Violence
20	Honor Based Violence
9	Prostitution
135	Rape
30	Sexual Exploitation
151	Sexual Offences (excluding rape)
556	Stalking and Harassment
4	Trafficking

Number of survivors who reported 'current experience of VAWG

Types of Abuse experienced

66%	Physical
80%	Emotional
33%	Financial
66%	Jealous/controlling behaviour
22%	Sexual
44%	Surveillance/harassment/stalking

Length of abuse
(current) **5.94 years**

Survivor support needs

64%

of survivors had housing needs

50%

of survivors had emotional health and well-being needs

112

survivors supported had no access to public recourse

83%

of survivors had safety needs

50%

of these survivors required support with keeping safe on phone and online indicating a growing ability to track and control as a form of DA online

66%

of survivors had criminal and civil justice needs

What we did. 22/23

All data collected from Juno
Women's Aid data, unless stated
otherwise

Referrals

Demand for Juno Women's Aid services is represented here by the number of referrals received. An overall increase since 21/22 demonstrates increased need and/or awareness of our services in Nottingham and South Nottinghamshire.

Please see the breakdown of our referrals in 22/23 compared with 21/22 below:

23%

increase in referral since 22/23

Survivors can be repeatedly referred to services multiple times from different external organisations. Across individuals referred, there was a

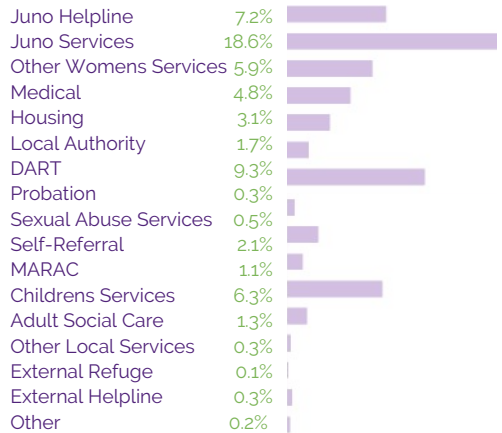
19%

increase in individual referrals

Referral source

40%
of our referrals came from the Police

Other referral sources have been broken down into groups:



83%

increase in self referrals since 21/22

We received referrals from

110 different sources

Helpline

Juno Women's Aid continued to provide a confidential 24-hour Freephone domestic and sexual violence helpline to women and professionals seeking advice and support.

Our experienced female helpline team provide emotional and practical support, signposting, safety planning and referrals for survivors of domestic abuse in Nottingham via telephone and email.

15,884

calls received from the 1st of April 2022 to the 31st of March 2023 the helpline

This is on average 1,324 calls/month

1273
silent calls to the helpline

Email:
helpline@junowomensaid.org.uk

Freephone: 0808 800 0340
Agency: 01159476490

If you are hearing impaired, text "Relay/NGT" to 18001 0808 800 0340. This option is available 24-hours a day, 365 days a year.

Of the calls received **2352** calls were from professionals who work with survivors seeking advice. Of these callers were the following:

- 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
- And many more

95%

Of calls where risk was discussed had a safety plan completed

91%

Of survivors felt more aware of their rights and options



Referral Pathway

The Hub and MARAC Admin

The Hub

The hub is the central point for referrals into Juno Women's Aid. The hub team make first contact with women who have been referred to Juno Women's Aid services and ensure that women are aware of their options.

This year there was a

23%

increase in referrals across the service compared to last year.

The hub team continued to work hard to make initial contact with all referrals with the increased number of referrals being made.

MARAC Admin

Multi-Agency Risk Assessment Conference

MARAC is a multi agency meeting where high risk or repeat referral high risk cases are discussed between multiple agencies to share important and relevant information. This is an important process to ensure survivors are being provided with whole and responsive support.

The MARAC admin at Juno Women's Aid are responsible for coordinating each meeting and are a central point of contact for all MARAC partners.

Juno pathway of support

integrates risk assessed, strength based and needs led approaches to work with survivors and their children. Our pathway is in line with domestic violence sector standards and values supported by Safe Lives and Women's Aid Federation England.

Survivors are supported by one caseworker, maximising our opportunities to work with women across all risk levels as their journey will be supported by a trusted professional/specialist women's worker who can address changing needs and risks as part of a holistic response to survivors.

Change to MARAC in 22/23

A MARAC review that took place in 2022/23 resulted in changes to MARAC procedure with immediate effect in January 2023. Our MARAC team responded to this change and implemented them to full effect. Continuing to work in partnership with local agencies and sharing information.

Children and Young People

We continue to provide our services for young people across Nottingham and South Nottinghamshire.

472

Children and young people supported including children's refuge and family court

Our Children and Young People Services:

Knife Crime
Stronger Families Programme CADA
Healthy relationships (County)
'Escape the trap'
Young Voices
Teen Advocacy Service
Juno Voices

Each programme/service provides needs led support for young people and children who have witnessed domestic abuse or are experiencing domestic abuse in their own intimate relationships.

Support was provided to more children and young people this year than previous years:

14% increase

Meaning more young people were supported with their experiences of abuse.

It is important that our services are needs led and provide the support that young people need in a way that is suitable.

Overall, young people were happy with the service they received and felt that the service benefitted them. Of those who completed a feedback form:

100% said that they got what they wanted from the service.

92% said they would recommend the service

1:1 Support for children and young people

Teen Advocacy Service

This year our teen advocacy service continued to provide support for

74

young people experiencing abuse in their own intimate relationships.

Knife Crime

This service has provided support for young people who are living with or have experienced domestic abuse where there has been a knife or weapon used in a domestic abuse incident by the perpetrator.

Young Voices

Our young voices service provides support to young people who have witnessed and have a memory of domestic violence and abuse within the home

Feedback

Children and young people who used our services expressed in their feedback a wide range of points that helped them with their experiences. Specifically:

Reframing past experiences:

“I wanted support on how I always blame [myself] for my past and now I know that it's not me and many other people go through this. I felt like I could speak openly and freely because I was acknowledged ”

Developing a space to share experiences

“I got someone who understood and listened and never rushed me to open up. Even when I was crying, she gave me time. She listened and communicated. My privacy was respected and kept as a gift not with judgement ”

“CYP is starting to open up about his experiences of domestic abuse, he said he has never spoken to anyone about them before and he feels relieved ”

Experience in a new environment:

“I liked making the puppet police officer and talking about my worries ”

“Brilliant because I get to learn and see you! The best part was everything you're so much fun. I loved the arts and crafts ”

Developing new ways of dealing with challenges:

“I liked it when we worked on bringing my anger down and making me calm. I think I'm really good at being calm now ”

“Knowing who to call if I'm in trouble [and] I know how to do things more properly ”

“If I didn't want to speak about something, [Support Worker] always made me feel like I didn't have to if I didn't want to. I have learned a lot and feel as if I am ready to trust myself with making choices. I have learnt to forgive myself ”

CYP Therapeutic Group programmes

Our Children and Young people group programmes continued to run this year and support provided meant that young people in Nottingham and south Nottinghamshire were better placed to cope with negative feelings attached to domestic abuse and spot patterns of behaviour in future relationships.

29

Young People attended the Escape the Trap programme

76

Young people attended the Stronger Families programme

Juno Voices Event

This year we organised a new event to provide the opportunity for children and young people to spread awareness of Domestic Abuse. As part of taking part young people can become active in the Juno CYP service as Peer Educators and activists. The first event took place in December 2022 and has continued to provide a positive space for young people to come together.

“ [The young people] were able to share their stories with other young Women as part of their healing process, this was very impactful and empowering. Becoming part of this has been great for these young people who did not know each other at the start but have started to build real friendships between themselves through the group, they receive their own encouragement and support from each other ”

Juno Voices Worker

We received donations from lots of amazing local business' for our launch event:

COW
Broadway Cinema
Mapperley Co-op
Seedling Beauty and Holistic's
Emerald Fruit Jewellery
Rumbletums Café
F1 Gym
And many more

Juno Voices events in 22/23:

Launch event December
Valentines Event
Art Event

Feedback from the March Juno Voices event reported:

100% got what they wanted from the event and found it enjoyable

What did the young people want from the event?
Socialise and interact with new people
Learn and spread awareness
Reduce stigma
Make new friends
Empower others

For more information please see our children and young people Instagram: @junochildrenandyoungpeople



'Dana's story

I met my ex-partner a few weeks before my 16th birthday and was in a relationship with him until a few months after my 17th birthday. During this time, I experienced financial, physical, verbal and psychological abuse from him. He was very controlling and manipulative and became like God over my life as he had all control over every aspect of it. I became pregnant six months into the relationship and then went into labour 3 months early after a fight with him and his parents. I was struggling to get out of the relationship, especially because I lived with him. Social care helped me by moving me and my child into a different county without my ex-partner's knowledge. I then received harassment from my ex-partner when he realised that we'd left, this was through social media, phone calls and voicemails, and getting his family to contact me as well. He also followed my friends and family to see if they were coming to me. I was feeling isolated in my new living situation as I couldn't see or disclose to any family and friends where I lived in case he would find out.

I met my support and advocacy worker who then started weekly sessions. She taught me about abuse and early signs/red flags, encouraged me to take back power over my relationships going forwards. In the state I was in after leaving my ex-partner, I was convinced that I couldn't do it alone and I began to believe the abusive things he'd said to me that I was incapable of living without him. My support worker helped me see that it wasn't true and showed me that it was technique of his abuse – him still having control even after the relationship had ended. My support worker helped with referrals to mental health, housing and court services, and advocated for me with my social workers and solicitors. I have also attended Juno Voices events which has included socialising with survivors and has helped me build social circles in this new county. My support worker has supported me as I've started to date new people and given me advice on healthy relationships. In situations when I might have had rose tinted glasses on, she has given me an outsider's perspective and clarity.

My worker understood how even the smallest, insignificant parts of the abuse have had such a big impact on me. Nothing has been minimised and I've been allowed to talk about whatever I want. The support has been non-judgmental. Nothing seems to shock my worker which has been a nice change. It's been good to see my worker every week and build a trusting relationship with someone I know believes me, at a time when I felt very isolated.

I now feel confident enough to trust myself and my instincts. I've now gotten a restraining order against my ex-partner and I'm feeling safer.

Pets Project

Our Pet Fostering service can help to find somewhere safe for survivors pets to stay when they may need to leave home and go into refuge, hostel or other temporary accommodation .

Juno Women's Aid pet project has been running since 2008 to support women needing to move to refuge/temporary accommodation that do not accept pets. Most refuges hostel and temporary accommodation for survivors do not take pets which proves to be a big barrier to fleeing abuse.

Pets are placed with a volunteer foster carer who will look after them in their home until they can be returned to the survivor. We also work closely with the PDSA, Dogs Trust and Cats Protection to run our pets project.

'9 out of 10 professionals said that some survivors won't leave their home without knowing their pet will be safe' (Dogs Trust, 2019)

Our pet's project supports women to find safer accommodation for themselves whilst protecting their pets. For women who don't want to leave their pets behind Juno Women's Aid can support to find a safe place for the pets to be fostered. During a period of change the Pets Project can provide survivors with some needed reassurance.

In 22/23:

56 Pets Supported

41 Cats

12 Dogs

2 Guinea Pigs

1 Rabbits

57 Foster carers

If you would like to volunteer as a pet fosterer for Juno Women's Aid please send an email:

enquiries@junowomensaid.org.uk

'Rachels' story

Rachel was supported during her move to temporary accommodation with her children, the pets project supported to rescue her pets from the perpetrator and provided emotional support and peace for her family knowing the pets were in safety to be reunited with the family.

Rachel was referred to the Pets Project service by her support worker in November 2022 as she had 2 dogs, and 3 cats. Rachel was staying in temporary accommodation and her animals were with the perpetrator as when she made the move, she was unaware of the pet's project and thought she would have to leave her pets for her own safety.

We were able to place 2 of her cats safely and following liaison with Dogs trust, we were able to transport the dogs to their project safely. Dogs trust do not take from this area however, we have a good working relationship and always help our women if they can. Sadly, when Rachel had collected her animals she realized that one of her cats had had kittens, she had intended to spay her cats but with all that was happening she hadn't had a chance to do so. There was only one kitten and Rachel doesn't know what the perpetrator did with the other babies. Additionally, all of her animals were not in a very good condition and were underweight with matted fur and very timid.

Since moving and settling in safe accommodation away from the perpetrator, Rachel is doing much better mentally. Rachel and her children have been able to open up and talk about their experiences together. The one kitten is living with Rachel and the family are happy to have her there as she has really helped with her own depression and anxiety, as well as the children benefiting from her being around. Their pets were very loved, it has given Rachel and her family a huge amount of peace to know they are safe and will all be reunited with them again. The kitten living with Rachel and her family has been neutered and chipped.

City SASS and County SASS

Survivor Advocacy Support Service

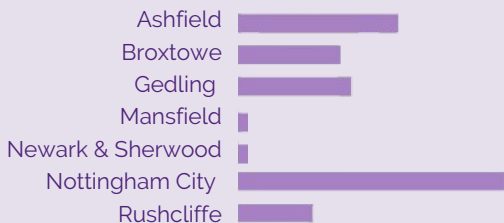
Both the City SASS and County SASS team provided support to

1463

Survivors in the year 22/23.

The City and County SASS teams work across Nottingham and South Nottinghamshire providing a holistic, confidential and independent service for women who are experiencing or have experienced domestic abuse.

Survivors are referred and live in areas within and around Nottingham and South Nottinghamshire:



The SASS services provide one-one support for survivors offering safety planning, advocacy and crisis interventions. We support survivors across all levels of risk.

Survivors stay with the same SASS worker throughout their support regardless of risk at Juno. This process prevents survivors from having to retell their story to another worker. This process aims to reduce trauma and work with survivors to support them.

775

Survivors

**supported by the
by the City SASS**

688

Survivors

**supported by the
by the County SASS**

Our one-to-one support can be tailored to meet women's needs. We work flexibly to ensure the safety of the woman, and can meet in a place that suits them, in our drop in services across the city and county. Our team has a wealth of knowledge in areas around family, civil and criminal law, we provide safety and support planning and guidance in other areas where women may be struggling.

Our aim is to accompany a woman through her journey at a pace led by them. We offer a non-judgmental perspective and support, to give women back some of the control that may have been lost; we hope to guide women to rebuild their lives, their confidence and self-esteem through sensitively listening, advising and empowering. Our feedback demonstrates the support provided throughout 22/23.

100% of survivors felt listened to and believed by staff at Juno

100% felt they were supported to make their own choices

SASS Feedback

“I feel that everything has changed for me. I feel stronger, have more confidence and I feel there is nothing I can't do. I know I can change my life for the better now”

“I wouldn't have so much knowledge. I may not have been successful with the non mol and occupancy orders that I currently have in place. I would have felt more vulnerable without your support”

“I was given good advice of how to move on with my life. You made me see it wasn't my fault and I was made to feel important and see that there are other people out there for me. The service opened my eyes to what had been happening. Without this I would probably have gone back to him”

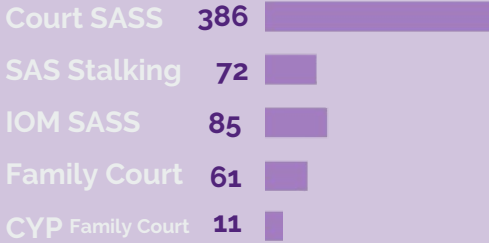
“[Support Worker] and the other workers enabled me to have confidence in myself, not be labelled by my abuse but to survive it and be a stronger woman and mother to my girls”

Justice

Our Justice team continued to provide support for survivors throughout 22/23.

615

Survivors were supported by our Justice Team



The process of obtaining a justice outcome in relation to domestic abuse can be daunting and met with misunderstanding and disbelief. Our Justice team advocate and support survivors throughout this process. Our feedback indicated that our support services support women to find the strength to achieve the justice outcome they deserve

94%

Of survivors supported through court achieved a justice outcome

“This service has given me the confidence to talk about my experiences of abuse. I have been helped to make the right decisions going forward. I have felt supported and listened to and I have been helped and supported through the legal process”

Court SASS, Service User

“There are people [that] will believe and understand you. The emotional support I have received has really helped with my mental health and anxiety. I was always supported around my court hearings and checked in with. It has definitely given me the confidence to ask for help should I ever need it again. I am happier, feeling safer and my children are settled and happy it is all over with. I feel we can get on with our lives!”

Family Court Service, Service User

Our stalking advocacy service in partnership with Nottinghamshire Women’s Aid, Equation, Nottinghamshire Victim Care and Nottinghamshire Police supported survivors of non DV stalking to feel heard and supported.

“I felt that I’m not invisible anymore It was crucial for me knowing that I’m not alone and my well-being counts for someone else. Thank you so much for your support kindness and understanding”

Stalking Advocacy Service, Service User

100%

of Stalking Advocacy Service service users felt that Juno staff listened to and believed them

Group programmes

Our group programmes were successful in their delivery this year and continue to support survivors, children and young people in Nottingham and South Nottinghamshire.

Own My Life Programme

This course supports women to regain ownership of their lives when they have been subjected to abuse or violence by a partner.

45

survivors attended the own my life programme

“More understanding of abuse and it's made me stronger to know that I can get through this difficult time in my life”

Own My Life Participant

“I know now that abuse comes in all different forms, It is not my fault. It made me aware of future relationships. Gave me confidence and it made me feel back to my old self again”

Own My Life Participant

Feedback for group programmes

100% said they would come back to the service again, if they needed too

100% would recommend this service to family/friends if they needed help

99% said that coming to the programme made a positive difference in their life

Freedom Programme

The freedom Programme continued to run this year exploring the behaviours survivors experience in current and/or former intimate relationships

198

survivors attended the freedom programme

“Attending the 'Freedom Programme has been an extremely valuable experience and has given me the knowledge and confidence to make very positive steps in my life. Just having other women listen to my story and listening to theirs has given me the validation that I needed to believe that the abuse I suffered wasn't my fault”

Freedom Programme Participant

Stronger Families Programme

We continue to deliver the Stronger Families therapeutic group recovery programme for children, young people and their mothers who have experienced domestic violence and abuse. Support is provided in schools and community venues across the City. We have extended the delivery of the programme to the south of the county (Broxtowe, Gelding and Rushcliffe) and targeted groups in the City with additional funding from the PCC.

Accommodation

102

Survivors supported by our accommodation services

We continue to provide accommodation services across Nottingham and South Nottinghamshire to support women and children seeking safe temporary accommodation and domestic abuse support.

Refuge

We have 2 refuges and move on accommodation

- Zola
- Serenity Dispersed Accommodation
- Zola Move On

35 women and 67 children

supported in our refuge accommodation throughout the year

Zola

Zola is a specialist black and minoritised women's refuge, where there are specialist staff members who can support language and cultural needs. Our all women team consist of refuge support workers.

Serenity Dispersed Accommodation

Serenity refuge is set up to support families who may face challenges in shared accommodation because of their particular circumstances. We support these survivors to access refuge.

“ I have appreciated the support from Juno and feel like I have become more empowered. I feel I am able to take initiative and confidence to take on any issues or problems going forward. I have learnt to become more vocal in fighting for my rights and I know how to protect my children ”

Serenity Dispersed Service User

“ I have learnt to access so many services and been guided and supported to take care of my responsibilities myself independently ”

Serenity Dispersed Service User

“ This service has changed my life for the better, I am more confident now and in a better place ”

Zola Refuge Service User

“ Using this service gave me a chance to give myself a break and build myself back up. It has given me my confidence back and my mental health has never been better ”

Zola Refuge Service User

Maria's Story: Helix & Zola

Maria is a south Asian woman, born in the UK, fleeing domestic abuse and honor-based violence. Maria grew up in a neglectful and exploitative home where her and her siblings lead lives of servitude to their step mother, after their father died in a severe car crash.

At the age of 15, Maria was forced to marry a man who was 11 years older than her. As part of Maria's forced marriage, she experienced extreme abuse, which she reported to the police. She was told on one occasion 'you lot always have disputes' and was not provided the support that she was begging for. Her perpetrator kidnapped her daughter and took her abroad to live with his family. Maria has been fighting to bring her daughter back without success for many years. She has had to go to police protection and change her name to protect herself from serious threats of death from her husband's family abroad.

The survivor continued to receive threats and abuse from the community, she moved around the country many times to protect herself and her son. On one occasion a taxi stopped her and showed her a picture of herself, and threatened her to leave the city she was in. Maria had been in a 10 year relationship in which she had another 2 children, but had to flee due to coercive behaviour from both the perpetrator and his mother.

Maria was still fleeing domestic abuse and sofa surfing when she was referred into the Helix project. Maria felt as though at that point she had no option but to go back to the perpetrator. Maria was provided with intensive support from a Juno SASS refuge worker who was also South Asian and specialized in HBV. Maria was allocated to Zola to be provided with specific cultural support for her needs. Maria began to feel safe and was supported with housing, health, wellbeing, finance, food, clothing, transportation and supporting links to existing friends and family.

Within a week of being in Zola, Maria's daughter contacted her. Maria and her daughter were able to spend a week together. Maria's daughter was also a survivor of domestic abuse and forced marriage. Maria had a relapse and experienced guilt and anger for not being able to support her daughter after she was kidnapped by Maria's perpetrator. Maria is currently on her own healing process, supported by Zola staff and her counsellor. She is involved in community voluntary groups and supports new women in Zola especially with culture and language. Maria is now awaiting housing, and is hopeful that she can continue to make up for lost time with her daughter.

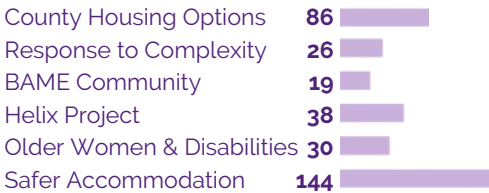
Specialist Services

During 22/23 Juno provided specialist targeted support services for survivors with specific support and/or complex needs.

We work in partnership with agencies across Nottingham and South Nottinghamshire to offer support to those who need it most.

We received increased funding in 21/22 to widen these service and work with communities that can be difficult to engage. Over the last year these communities have engaged well with Juno Women's Aid and we have been able to support a wider group of survivors in Nottingham and South Nottinghamshire.

There has been significant increase in the number of women we supported through our specialist services since their implementation.



Support has been provided to over 6 times more survivors than in 21/22, meaning we have been able to support survivors from more communities than previously.

Helix

The Helix Programme has been a pilot 5 bed safe accommodation for Street Homeless women who face severe and multiple disadvantage. This year the programme has successfully ran in partnership with Emmanuel House and Nottingham City Council.

The Helix programme will not be continuing beyond this year and at Juno we want to celebrate its achievements and impact in the community.

“ I feel more confident in asking for support, i have settled well in Nottingham and i couldn't thank my worker enough for supporting me through the process ”

BAME Community Service User

“ I felt that I'm not invisible anymore It was crucial for me knowing that I'm not alone and my well-being counts for someone else. Thank you so much for your support kindness and understanding ”

Safer Accommodation Service User

Since its implementation, Helix has provided support to **46** street homeless women who are domestic abuse survivors.

100% said they felt better able to recognise abusive behaviour and felt clear the abuse wasn't their fault

100% said that they were feeling confident and good about themselves

“I have never engaged with support as I have done whilst being at the Helix Accommodation”

Helix Service User

“Without the support of Juno and the Helix Project I would definitely be homeless and struggling to get support especially with housing”

Helix Service User

How would life be different if you didn't receive support from the Helix Programme?

“Homeless and not understanding my previous danger and risk. I would also not been in contact with Service such as Juno Housing and women's Centre and counselling through the women centre”

Helix Service User

Sarah's story:

Sarah was referred to the Helix service in 2022. She had previously been supported by Juno Women's Aid. Sarah was fleeing DA and stalking from another city. Sarah has multiple complex needs such as PTSD, depression, substance misuse, suicidal thoughts, self-harm, attempted suicide, and physical and neurological disabilities due to historical domestic abuse.

Sarah had previously found it difficult to trust and build relationships with professional services. The Helix worker was able to build a relationship with Sarah working from a trauma informed perspective, and Sarah felt safe to talk about her experiences and engage with key agencies.

After several weeks Sarah spoke about how fortunate she was to be supported by the Helix Project, particularly because her worker understood her complex needs, including domestic abuse. Sarah said she didn't feel judged and that she could be open and honest with the Helix SASS worker.

Sarah had to leave Helix accommodation after some time to relocate to a refuge outside of area. However, Sarah stated that 'Helix service had saved her life'. Whilst in Helix accommodation Sarah received therapeutic Counselling and both her Helix and Complex Needs worker secured an interim Non-Molestation order for a longer term 12 month period.

FEEDBACK

Feedback from women is an essential way to gain insight into how services have made a difference to a survivors life. This year the feedback has been analysed to gain a holistic understanding of the wider impact of our services for survivors in Nottingham. Feedback was positive and captured the difference Juno Women's Aid has made on a deeper level. Feedback responses were analysed with 4 recurring themes that were evident throughout. These themes will be explored further.

Recognising and understanding domestic abuse

During service survivors knowledge of domestic abuse widened allowing a change of perspective over their own experiences.

'It has made a difference to my life it has made me have more of an understanding and better knowledge about what I've been through. Made it more able for me to accept it'

Freedom Programme Participant

Furthermore, the understanding meant that survivors felt they could spot the signs of an abusive relationship in the future .

'I honestly believe had I not come here I wouldn't have been in the mind-set I'm in now. The support I have received here gave me the chance to reflect and understand where it was that I was going wrong'

Family Court Service, Service User

'Realising I am not alone and there are many other women experiencing this'

Freedom Programme Participant

The clarity provided meant survivors could shift their feelings of shame, guilt and self-blame which were preventing them from moving past the experience. Gaining an understanding of services available supported survivors to feel less isolated in their experience to further reframe them.

Empowerment from a new perspective

Survivors reflected on the strength they discovered whilst using the service. Importantly the strength they found encouraged a move away from previous patterns/circumstances and make a change.

'I feel that everything has changed for me. I feel stronger, have more confidence and I feel there is nothing I can't do. I know I can change my life and my daughter's life for the better now.'

City SASS Service User

'In terms of the charges and criminal proceedings I probably would have caved to pressure and withdrawn my police statement in those early days. But this service helped me to be strong for me and my little boy'

County SASS Service User

Overall survivors developed a strength whilst using the services at Juno Women's Aid which empowered them to move beyond the domestic abuse and break free from the trap.

Voice: Heard and Understood

Survivors expressed that when speaking on their experiences of DA Juno provided a safe and comforting environment that encouraged them to openly share, which they hadn't had access to before.

'Having someone to speak to without judgement and showing understanding and compassion really helped me in some dark days.'

County SASS Service User

The understanding and specialised support from Juno meant that survivors no longer felt alone and diminished personal punishment/blame for the experience of DA.

'If I didn't have support I would be lost. I felt that you (support worker) was my voice and you 'heard me'.'

County SASS Service User

Overall, the space to feel validated helped survivors to feel valued and important in their journey through Juno, lessening feelings of isolation.

Looking to the future

The ability to feel a sense of freedom was a result of the autonomy that survivors felt they had gained in their lives throughout the service with Juno. Autonomy to the survivors meant that they were coming back to themselves after their experiences of domestic violence, and taking their lives back.

'I would most likely still be paranoid going out, before your help I was always looking over my shoulder for my stalker now I rarely do that'

Stalking Advocacy Service, Service User

'The support and advice has been life changing and it gave me the courage to finally 'rescue' my children from my ex-partner and bring them to live with me. I am so relieved, excited and beyond thankful for this amazing service to have empowered me to achieve this.'

Freedom Programme Participant

Our Staff

At Juno Women's Aid we are an all women feminist organisation with shared values and aims. Our team is made up of a diverse group of Women with different lived experiences and a variety of expertise to share with the team and the women and children we support.

As a growing team we work hard to ensure the happiness and wellbeing of staff. These are some reasons staff love to work at Juno collected in 22/23:

“ [I am] passionate about our purpose and love knowing that the work we do supports Women, Children and Pets. It's also amazing working with like-minded Women ”

“ How passionate the staff are; how they put their heart and soul into all they do. Juno has such an incredible vibe and I love how they've thought of everything and everyone including pets ”

“ I love working with strong empowered Women every day and that we look to empower other Women ”



Just some of our amazing staff

Our Volunteers

In 22/23 we overhauled our volunteer strategy. Anna Clark has worked to transform our strategy to reflect and evolve with our strong values and principles.

Currently there are many ways in which people can volunteer with Juno:

Regular

Ad-hoc

Skill Specific/Micro

Trustees

Over the next financial year we aim to develop further ways people can volunteer at Juno.

As part of our strategy we are strengthening the volunteering infrastructure, growing volunteering through diversification of opportunities across activities, and making Juno Women's Aid a meaningful place to volunteer.

Sophie Collier has joined our team as Volunteer Coordinator to continue developing our strategy.

If you are interested in volunteering for Juno Women's Aid please visit our website or email volunteering@junowowomensaid.org.uk

Cost of Living Crisis

The cost of living has been increasing over past years. Energy and food prices have significantly risen and have been having a wide range of impacts for people in the UK (Office for National Statistics, May 2023)

It has been reported by Women's Aid England that the cost of living is impacting on the lives of domestic abuse survivors in a host of ways:

73% of women who were financially linked to their abuser said that the cost of living crisis prevented them from leaving or made it harder for them to leave

66% of survivors reported that abusers are using the cost of living increase as a tool for coercive control including justifying restricting their money further

Women wanting to flee an abusive relationship were met with financial barriers such as the reality of not being able to support their children with the overall increase in costs and benefits not covering the same increase.

Support in 23/24:

New ways of reporting Cost of Living and its impact for survivors have been developed in our Case Management system. Enabling us to understand the impacts cost of living are having for survivors in Nottingham and South Nottinghamshire.

What is the economic cost of Abuse?

Women's Aid England investigated the economic cost of abuse and released their findings in early 2023. They sought to provide a case for investment in specialist abuse services.

The report evidences a need for investment in specialised domestic abuse services.



Overall their findings were:

- The current social and economic cost of domestic abuse in England is £78 billion
- To fund all specialist domestic abuse services would cost the government a minimum of £437 Million
- Every £1 invested in specialist domestic abuse service provisions saved the public purse at least £9

Our Partners and Supporters

Our Partners

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 and Nottinghamshire to promote joint working and multi-agency responses. 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. We have developed new partnerships this year and have continued our partnerships with other organisations, we'd like to thank each and every company for their continued support and partnership. To find out more please visit our website. Logos of just some of the partner agencies we work with are shown below.



The developer behind The Island Quarter, Conygar Investment Company PLC, has partnered with Juno to use our expertise to create female friendly spaces in their development and financially support our work.



Nottingham based architects and interior designers, Marchini Curran Associates has teamed up with us at Juno for a long term partnership based around creating safe places for those in need.



Nottingham college has partnered with Juno Women's Aid to create learning opportunities and development opportunities for survivors, staff and students.



We have partnered with NTU in 22/23. During the year we have worked with NTU to conduct wellbeing investigation to develop our staff and wellbeing strategy.



Our Funders



Thanks to our Supporters

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Hazz Promotions,
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Nottingham Jigsaw,
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Thankyou to anyone
who donated in any
way.

Fundraising events:

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Sarah,
Simon,
Catherine

Senior Leadership Team 2022-23

YASMIN REHMAN

Chief Executive
Officer

PAULA CLARKE

Deputy Chief
Executive Officer

CARLY MASON

Head of Human
Resources

VAL WILLIAMS

Special Projects
Manager

KATHERINE ONION

Head of Finance and
Business Support

SAM BENNETT

Head of Quality,
Compliance and
Performance

KRISHNA IFTIKAR

Head of Service for
City

KIM CLARKE

Head of
Accommodation
Services

DEBBIE DENNING

Head of Service for
County

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)



Safety.
Support.
Strength.



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