

ANNUAL REPORT AND ACCOUNTS

2022 - 2023

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Registered Office:

WEN Wales,
Temple Of Peace,
King Edward VII Avenue,
Cardiff, Wales, CF10 3AP

Registered Company Number:

07891533 (England and Wales)

Registered Charity Number: 1145706

Tel: 07511 939 235

Website: www.wenwales.org.uk

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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) (effective 1 January 2019).

MESSAGE FROM THE CHAIR

What a year it's been for WEN Wales! We connected with more women across Wales than ever - finally bringing women together for events in person for the first time since 2020 at our AGM, at regional events across Wales, and our inaugural Salsa Night fundraiser for International Women's Day. Our award-winning campaign Diverse5050 and relentless influencing work helped result in a commitment to gender quotas by the Senedd - a historic moment for representation in Wales. And as we champion women through the Equal Power Equal Voice programme, we have seen them be appointed to public boards, become trustees, local councillors, and achieve so much more in public and political life.

Through it all, our membership network and partnerships remain crucial - we could not have become one of the leading voices for gender equality in Wales without you all. This year our organisational membership has grown by 10% and our total coalition by 6%. Feedback from members demonstrates the value of this growing, diverse network in bringing women across Wales together and keeping them informed of policy developments and women's rights, all resulting in them feeling more able to campaign and influence decision-making.

Partnerships have flourished through projects such as the Equal Power Equal Voice mentoring programme and the Diverse5050 campaign - with both winning awards at the WalesOnline Diversity and Inclusion Awards. The mentoring programme and the campaign work in tandem to help fulfil our strategic objective to ensure diverse and equal leadership in Welsh political institutions, the former focusing on creating the pipeline and the latter on influencing policy to enable women to take their rightful place in politics or public life. While there is much work to be done, particularly to ensure fair representation for women with protected characteristics, there is no doubt that we are making a real difference to the political landscape in Wales and the commitment to legislate for gender quotas in the Senedd is proof of this impact.

There is no doubt that we are making a real difference to the political landscape in Wales.

For International Women's Day in March, our first Salsa Night fundraiser brought together supporters old and new for an evening of dancing, connection, and delicious food, all in aid of WEN's work for a Wales free from gender discrimination. In the leadup to IWD, we deepened our engagement with schools across Wales with our updated toolkit to inspire

the next generation of activists. IWD was also the perfect time to announce a huge upcoming event as we partner with Elect Her to take over the Senedd this October for We Belong Here. We're very excited about this unique event bringing together the women of Wales to connect, mobilise and champion their role in Welsh democracy.

As we continue to build a sustainable future for WEN, we would like to thank our funders for supporting our work. To the Rosa Foundation, Joseph Rowntree Reform Trust, National Lottery Community Fund, Welsh Government, the Third Sector Resilience Fund, Third Sector Partnership Council (WCVA), the Waterloo Foundation, and the Benefact Group, thank you.

Bringing together the women of Wales to connect, mobilise and champion their role in Welsh democracy.

Our dedicated staff team have, as usual, pursued WEN's aims and strategic objectives relentlessly whilst embodying our core value of kindness. We welcomed two new members of staff, taking our small but impactful team up to nine. On behalf of the Board I would like to thank and commend them for their consistent commitment and diligent hard work for the cause.

We are also marking the end of an era at WEN, as we say goodbye to Director Catherine Fookes. WEN has gone from strength to strength under Catherine's leadership since she became Director in 2017, growing from a staff of one to a team of nine today. She has guided WEN to become the influential organisation it is today, and I know that she will be missed by the WEN trustees, staff, partners, and supporters. I am sure that all will join me in wishing her well as she pursues her next ventures.

As one era ends, another begins. We're delighted to welcome Victoria Vasey to WEN as our new Director, and look forward to working with her to drive WEN onwards towards a Wales where all have equal authority and opportunity to shape society and their own lives.

Mary Ann Brocklesby
Chair

CONNECT

ORGANISATIONAL
MEMBERS UP BY

10%

GENDER NETWORK

UP BY **8%**

SOCIAL MEDIA FOLLOWERS

UP BY **6%**

WEN CAFES
**240 PEOPLE
ATTENDED**

CAMPAIGN

WINNER
OF TWO
AWARDS
FROM WALES ONLINE
FOR DIVERSITY & INCLUSION



**NRPF
CRISIS
FUND
ESTABLISHED**

**PRESS
COVERAGE
UP BY 45%**



CHAMPION

MORE THAN

100



ATTENDED FIRST
FUNDRAISING EVENT

**IWD TOOLKIT
PROVIDED TO
EVERY SCHOOL
IN WALES**

**WE BELONG HERE:
WOMEN'S
TAKEOVER OF
THE SENEDD**



**DIVERSE5050
COALITION
UP BY 114%**



**NUMBER OF EPEV MENTEES
WILLING TO STAND AS
POLITICAL CANDIDATES DOUBLED**

**DIVERSE5050
SHORTLISTED FOR
BEST
COALITION
BY SMK**



TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31 MARCH 2023

Our vision is a Wales free from gender discrimination.

A Wales where all women and men have equal authority and opportunity to shape society and their own lives. We work with our vibrant coalition of organisational and individual members to transform society – no one organisation alone can deliver equality.

Purpose & Objects

PURPOSE

To be a representative women's network working to influence policy making and empower women to achieve equal status in corporate and civil life.

OBJECTS

Our Objects are based on those in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This convention was adopted by the General Assembly of the United Nations on 18 December 1979. We also depend on the Universal Declaration of Human Rights, adopted by the General Assembly of the United Nations on 10 December 1948. Our objects are, for the public benefit, the following:

1. the promotion of equality; and
2. the promotion of human rights by all or any of the following means:
 - i. monitoring abuses of human rights;
 - ii. obtaining redress for the victims of human rights abuse;
 - iii. relieving need among the victims of human rights abuse;
 - iv. research into human rights issues;
 - v. educating the public about human rights;
 - vi. providing technical advice to government and others on human rights matters;
 - vii. contributing to the sound administration of human rights law;
 - viii. commenting on proposed human rights legislation;
 - ix. raising awareness of human rights issues;
 - x. promoting public support for human rights;
 - xi. promoting respect for human rights among individuals and corporations;
 - xii. international advocacy of human rights; and
 - xiii. eliminating infringements of human rights,

and, in each case with specific reference to women and gender equality in Wales.

Review of the Year

Our work is focused around three strategic priorities:

- Growing and mobilising a coalition of activists to campaign with us
- Campaigning for diverse 50:50 leadership in the Senedd and Local Government
- Strengthening women's rights by campaigning for CEDAW principles to be enshrined in Welsh law.

The work we have done this year to work towards our three strategic priorities is outlined below.

1. GROW AND MOBILISE A COALITION OF ACTIVISTS TO CAMPAIGN WITH US

We continued to grow and mobilise our coalition of members and supporters across Wales with engagement with our members via WEN Cafés and other events, regular newsletters, blogs, our social media and website, IWD toolkit, and partnership working on campaigns and events. This year, for the first time since the pandemic lockdowns, we were able to hold in-person events once more. Regional events took place as part of the Diverse5050 campaign and the EPEV mentoring project, in Bangor, Carmarthen and Swansea while we also held a hybrid AGM for the first time. This enabled people to come together in person, as well as maintaining accessibility for those joining online.

1.1. Growth in our coalition

- Individual members increased by 4%
- Social media audience increased by 6%
- Organisational members increased by 10%
- Total growth in coalition over the year is 6%

1.2. Policy work supporting the coalition

Via the Gender Network, our intersectional policy forum, we continue to share weekly policy updates including information on what is taking place at the Senedd around gender equality and women's rights; we also regularly consulted the group and collaborated on responses to policy consultations. The Gender Network is supported through our TSPC funding. It comprises 80 individuals from 41 organisations as well as activists and academics, and we grew the network this year with an 8% increase in membership from 31 March 2022.

We continue to share weekly policy updates including information on what is taking place at the Senedd around gender equality and women's rights

As a key forum to develop policy positions and coordinate influencing work, the Gender Network remains central to our work and we are grateful for the continuous engagement of its members. We discussed the impact of rising costs of living on women in Wales, especially those who experience intersecting discrimination, and wrote to relevant Ministers setting out the network's recommendations. Members also significantly shaped the content and recommendations of the third iteration of our Feminist Scorecard, a report regularly published in collaboration with Oxfam Cymru to track Welsh Government action on advancing women's rights and gender equality.

Based on insights of our own and members' policy research, we responded to Senedd and Welsh Government consultations on a range of topics, including cost of living pressures, the just transition to net zero, electoral reform and the Welsh Government budget, as well to the Independent Commission on the constitutional future of Wales.

As secretariat we continued to support chair Sian Gwenllian MS in coordinating the Cross-Party Group (CPG) on Women. Following an initial focus on diverse and equal representation, the group's work this year explored several key opportunities to advance gender equality in Wales, including care-led recovery, constitutional reform, gender budgeting, the justice system and, jointly with the Cross-Party Group on Violence Against Women and Children, supporting survivors with no recourse to public funds (NRPF). We are extremely grateful for the chair's support and leadership and for the consistently high level of engagement of MSs and civil society members of the group.

As always, these discussions were linked up with WEN's and our partners' wider work to ensure they help deliver lasting change where it matters most. For instance, we followed up the CPG meeting on survivors with NRPF with a WEN Café on the same topic, at which the Minister for Social Justice committed to establishing a crisis fund, an important achievement for some of the most disadvantaged women in Wales and something that WEN and our partners have long called for. This ability to strategically collaborate on different policy areas is what makes WEN unique and provides measurable benefits for women in Wales.

1.3. Championing women on International Women's Day (IWD)

This year we updated our International Women's Day toolkit for schools and youth groups, implementing feedback received on our first toolkits in 2021 and 2022. We created a valuable resource full of activities and learning on gender equality and women's rights, to help us work towards our objective of reaching out to the next generation of young activists.

The toolkit was originally coproduced with a group of primary and secondary education specialists. The group scrutinised toolkit ideas, suggested approaches and advised on content. We are grateful to the schools and also to Griffin Books and Books Council for Wales who suggested reading lists.

We trialled the toolkit at a primary school in Cardiff and a high school in Rhyl, with fantastic feedback from pupils and teachers. The toolkit can be seen in action in a promotional video created from these visits. The updated 2023 toolkit was then launched publicly in January and distributed directly to every school in Wales and a number of youth group associations. The toolkit was also distributed via Welsh Government's Hwb and available for download on our website.

1.4. Press coverage

This year saw us gain more media coverage than ever before. Members of the team appeared on television on BBC Wales Politics, BBC Wales Today, and Newyddion S4C, and on the radio on BBC Radio Wales and BBC Radio Cymru several times. WEN appeared in print or online in The Western Mail, WalesOnline, The National, BBC News online, BBC Cymru Fyw, Golwg360, Nation.Cymru, The Big Issue, IWA Agenda, and The I. More coverage was secured in a number of regional news publications including the Rhyl Journal and the South Wales Argus, and in other online publications such as Business Live. Our major focus in the media has been 1) our work on diverse and equal leadership including campaigning for quotas, and 2) caring, particularly our childcare policy asks. Other topics covered include HRT shortages, job sharing, our call for a Women's Commissioner in the Feminist Scorecard, sexism and homophobia allegations at the WRU, abortion rights, and more.

1.5. WEN Café

During the year we built on the success of our online WEN Cafés to connect our members, hear the lived experience of women, and gather policy ideas and recommendations from experts on our panels. For the first time, we held a hybrid WEN Café as part of our AGM at the Temple of Peace in Cardiff, an opportunity to bring people together in person as well as ensuring the discussion remained accessible to all via an online stream.

240
people
attended
our WEN
cafes

We learnt from our incredible panellists on a variety of topics including diversity and inclusion in the arts, Ukrainian women and girls in Wales, the Feminist Green New Deal, and women refugees and asylum seekers in Wales. We also held local elections hustings and launched the new Make Care Fair campaign at WEN Café. Working in partnership with organisations such as the Women's Environmental Network, Fio, House of Deviant, and BAWSO, we were able to reach new audiences.

We publish the recordings of the Cafés and follow up with the relevant government minister on the policy recommendations so that the Cafés lead to real change - for example, the commitment made by the Minister for Social Justice to establish a crisis fund for those with No Recourse to Public Funds. At another Café, Ukrainian women and girls had the opportunity to relay their concerns and issues directly to the Minister and her team for their actioning.

In total this year, 240 people attended our WEN Cafés. For those unable to attend live, recordings are available on YouTube. 97% of those who completed our feedback survey felt more empowered to speak out and more informed on women's rights as a result of attending, and 95% felt more able to influence.

2. DIVERSE5050: DIVERSE AND EQUAL LEADERSHIP IN THE SENEDD AND IN LOCAL GOVERNMENT:

2.1. Campaigning for Change

We continued to campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing different women. This year, the Diverse5050 campaign has moved into Phase Two, with the ultimate aim of getting equal seats and diverse representation in Wales in the Senedd and in Local Government, reflective of the Welsh population. We want to increase the diversity of women in political life - so that we see more BAME women, LGBTQ+ women, disabled women and women with other protected characteristics in politics in Wales.

Building on the historical success of Phase 1 of the Diverse5050 campaign, we now want to ensure the Welsh Government's commitment to legally binding gender quotas, secured in Phase 1, becomes reality. Although Welsh Government has agreed to the quotas, we must now make sure that this commitment is implemented into the legislation currently being developed.

The three aims of Phase Two of the Diverse5050 Campaign are to:

- a. Ensure that the draft Senedd reform legislation does include the promised legally binding gender quotas.
- b. Propose measures on diversity of candidates to political parties and Welsh Government.
- c. Build up grassroots support for the campaign with a series of four regional meetings.

In pursuit of these aims, we will host a one-day action 'We Belong Here - Women's Takeover Of the Senedd' bringing together the women of Wales to connect, mobilise and champion their role in Wales's democracy to encourage more women to stand in 2026. We are grateful to have received funding from the Welsh Government and support from the Llywydd for this major day on 21 October 2023.

The campaign has held two regional campaign meetings in Swansea and Bangor bringing together diverse women to build stronger communities and get them involved with the campaign. The coalition supporting the campaign has grown from 21 to over 45 partner organisations.

We visited St David's College in Cardiff to create more awareness about the campaign and get young people involved, and we also made connections with the Welsh Youth Parliament this year.

The campaign coalition is also liaising with partners to discuss and come up with practical diversity strategies to share with political parties to improve diversity in candidate selection and within parties. We have sent letters to political party leaders calling on them to share their diversity plans and expressing our commitment to support them to diversify their parties. We will continue to engage with MSs of all parties as well as with County Councils with regards to enforcing strong diversity measures in the selection of candidates.

Thanks to the combined pressure from our coalition of members over the past year:

- The Diverse5050 campaign won at the WalesOnline Diversity and Inclusion Awards in the category of Gender Equality Champion/Campaign of the Year.
- The Diverse5050 campaign was first runner up in the Best Coalition category of the Sheila McKechnie Foundation awards.
- Our Diverse5050 Campaign Manager won the Leadership and Management Awards category at the EMWWA Awards.
- JRRT Funding was approved for the second phase of the campaign.
- Rosa Funding application was successful in support of the campaign.

EPEV

Continues to empower and transform the lives of our mentees.

2.2. Equal Power Equal Voice Mentoring Programme

In this second year of the programme, the focus has been to build on the success of year 1, to continue to empower and transform the lives of our mentees. The programme continues to be over-subscribed with more people applying than there are places available on the programme. This shows that though we are in our second year of EPEV, the need for the programme is still very strong.

The programme does a baseline survey and then asks the same questions at the end of the scheme to see how mentees have changed and what they have learnt. The results show that in all areas mentees have grown in their development.

Highlights include:

- 78% of mentees would recommend the programme to others
- Those strongly agreeing or agreeing that they understand the politics of devolution has grown from 51% at the start of the programme to 89% at the end
- The numbers willing to stand as a political candidate has more than doubled from 16% at start of programme to 38% at the end of the programme
- Those mentees who are interested in becoming a trustee of a board has risen from 44% at the start of programme to 95% at the end
- One of the biggest increases seen is in the question: "If a radio station called me today, I would feel confident about taking part in a live debate tomorrow." At the start of the programme 16% of mentees said they strongly agreed or agreed, and by the end of the programme this figure had risen to 76%.
- A similar increase was seen for the question "I see myself as a leader". This has gone up from 20% to 81% of mentees which demonstrates a four times increase in confidence for mentees
- "I would feel confident to be a leading speaker in a debate, panel or conference" has risen from 26% to 84%, again demonstrating a big increase in confidence for mentees
- People's networks have also really increased, as evidenced by the answer to this question: "I know people on public boards or political life who I feel I can approach personally for information or advice." This increased from 21% to 76%.

Throughout the year training sessions were held on intersectionality, public speaking, the media, and how the Senedd works. In-person visits included a trip to the Senedd and to the House of Commons in Westminster.

Some quotes from mentees about the impact the programme has had on them are included below.

"I joined EPEV during a very difficult time of my life. Having access to seats of power for marginalised people really appealed to me.

The support and encouragement I received through my mentor and EPEV in general has helped me through my situation. It has been a validating experience for me, encouraging me to re-evaluate my circumstances and discuss my own small business ideas with my mentor."

"Through the programme, I joined a series of training sessions and got a deep understanding of the structure and working of social organisations and council; I visited BBC Wales, Senedd and Westminster, met MSs and MPs and spoke out for my people; I communicated with other mentees and started to build up my own network in my new home. These are all precious experiences that I gained from nowhere but the EPEV programme.

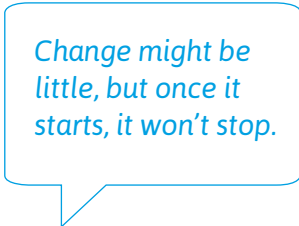
The EPEV programme makes me feel listened to and respected. It offers inclusion, supporting cultural empowerment and prepares us to stand up and speak out. This is particularly critical to new migrants as we really need this kind of support for adjustment and settlement."

"The team has been incredible: supportive, friendly and inclusive of everyone. They have gone above and beyond to cater for everyone's needs and circumstances. I want to say thank you to everyone involved.

I took part in it this year, and I've met great people and it's helped me to be confident in moving towards my goals, and to speak my mind and to express myself better.

I truly recommend anyone who wants to take step forward for personal growth or social improvement to join the EPEV programme. Change might be little, but once it starts, it won't stop."

We would like to thank our incredible partners at EYST, Disability Wales and Stonewall Cymru for their commitment and dedication in working collaboratively to deliver the programme, particularly the Mentoring Project Officers. We would also like to thank all of the mentors, guest speakers and supporters who have volunteered their time, shared their journeys and experiences and promoted the programme throughout their networks. It is an honour and a privilege to have your support, and we are delighted to connect with you and continue to build such strong and powerful networks.



Change might be little, but once it starts, it won't stop.

3. STRENGTHEN WOMEN'S RIGHTS BY ENSURING CEDAW PRINCIPLES ENSHRINED IN WELSH LAW

We were delighted to see the Welsh Government's commitment to incorporate the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) into Welsh law at the start of the Sixth Senedd. For various reasons, including the UK Government's publication of several bills with major impact on devolved legislation, progress on this commitment has not been as fast as we had hoped. But we continued to prepare the ground for incorporation through our representation on the Wales Human Rights Advisory Group (HRAG), Senedd Cross Party Group on Human Rights and the newly formed Legislative Options Working Group. At a time when basic human rights are increasingly used as a pawn in the culture wars, it is crucial that this commitment to strengthening women's rights at a devolved level stays up high on the political agenda in Wales. While we recognise that Wales' devolved powers do not currently allow for the full incorporation of CEDAW, adopting the principles into Welsh policies and legislation regarding devolved matters will help to protect and strengthen women's and girls' rights in Wales.

We continued our work on a key women's rights concern - the lack of recognition and fair reward for care work, which forms the invisible network that keeps our society running. The campaign, led by a steering group of Carers Wales, Chwarae Teg, Oxfam Cymru, Race Council Cymru, TUC Cymru as well as WEN, is unique in acknowledging that the crises in childcare, social care and unpaid care are also connected and link back to the undervaluation of work traditionally performed by women. Following the formation of our steering group, we developed our key campaign objectives, engaged with various stakeholders and prepared an initial policy briefing as well as the official launch of the Make Care Fair campaign for summer 2023.

3.1. National and International networks

WEN Wales continued to take an active role on UKJCW - the UK Joint Committee on Women, so that we continue to have a seat at the table influencing EU policies and ensuring that we in the UK nations keep up to date with changes to women's rights legislation in Europe.

The aim is that we are aware of any new protections for women coming into EU law so that we can push for them to be included in appropriate legislation in the UK and our rights are not undermined.

4. A SUSTAINABLE WEN WALES

In 2022 WEN Wales successfully recruited a Partnerships and Fundraising Manager with the support of the WCVA's Third Sector Resilience Fund. This has enabled us to strategically plan and focus on income generation for multi-year projects and diversify our unrestricted funding to create a more sustainable WEN Wales. Throughout the year

we have launched several different fundraising campaigns to encourage engagement with corporate partners, members and funders.

- **Community Fundraising:** WEN at Ten included supporters sky diving, running the Cardiff Half Marathon and completing personal challenges to raise vital funds for our work.
- **Corporate Offer:** WEN Business welcomed several new members including Eversheds and Sutherland, Pia and JGHR Solutions.
- **Fundraising Event:** our Salsa Night for International Women's Day 2023 was a fabulous success, welcoming over 100 attendees to support our work.
- **Trusts and Grants:** our new database and strategy for trusts and grants has seen a huge increase in opportunities and applications, including Rosa's Voices from the Frontline fund.

WEN Wales would like to thank all that were involved in fundraising and supporting our work in 2022-23, as we continue to work toward a strong and sustainable WEN. Our latest fundraising strategy has been signed off by the Board of Trustees and includes a strong focus on unrestricted funding based on the successes and strengths of this financial year's learnings as well as ambitious fundraising targets.

Governance, Structure & Management

WEN Wales is a charitable company limited by guarantee, incorporated on 23 December 2011 and registered as a charity on 1 February 2012. It was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The Directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Board. WEN's Trustees make all strategic, major financial, and staff employment decisions. In other areas responsibility for decision-making is delegated to staff.

The Board is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission. Significant activities that we undertook during the year that demonstrate public benefit are set out in the above pages.

Recruitment & Appointment of the Management Committee

WEN Wales has a maximum of 10 trustees, all of whom must be members who are elected to serve for three years. The Trustees may at any time co-opt any individual who is qualified to be elected as a Trustee to fill a vacancy in their number or as an additional Trustee, but co-opted Trustees hold office only until the next election of Trustees or until removed by the Trustees (whichever is earlier).

Our Trustees are offered training through either the WCVA or C3SC or other appropriate training. WEN also carries out internal inductions and offers support to incoming Trustees.

All members of WEN are eligible to be Trustees.

STAFF

Director	Catherine Fookes	From September 2017
Finance Lead	Catherine Chatham	From August 2019
Communications & Engagement Lead	Megan Evans	From July 2020
Policy & Public Affairs Manager	Jessica Laimann	From June 2021
Mentoring Project Officer	Annmarie Brown	From August 2021
Diverse50:50 Campaigner	Evelyn James	From August 2021
Mentoring Project Manager	Joys Njini	From October 2021
Partnerships and Fundraising Manager	Shannon Gossage	From April 2022

We are extremely grateful also for the contribution Rebecca Wilson for Administrative Support along with Rose Widlake, Inioluwa Longe, Nansi Eccott, Joy Matibiri and Sioned Williams, and who all supported our Policy and Communications work this year.

CURRENT TRUSTEES

Name & Role	Date elected for 3-year term
Mary Ann Brocklesby (Chair)	November 2021
Rhian Davies (Vice Chair)	December 2017, re-elected November 2020
Suzy Davies	November 2021
Tania Silva	November 2020
Rahila Hamid	November 2021
Jenifer Ramsay	November 2021
Nancy Lidubwi	January 2023 co-opted
Katy Hales	October 2022
Kate Ellis	October 2022

We were pleased to benefit this year from two Trustees from the Step to Non-Exec programme run by Chwarae Teg, Zoe Grainger and Beth Edwards.

We are extremely grateful to our previous trustees Alison Williams (Treasurer), Ruth Fowler, Wanjiku Mbugua and Lowri Walters who all left us at the AGM in October 2022. They all played a huge role in WEN's development. Particular thanks go to Alison Williams who helped strengthen our financial reporting, and Ruth Fowler who supported us with her HR expertise.

This year at our AGM we will be very sad to say goodbye to our Vice Chair Rhian Davies who has been with us for six years and supported WEN in many ways, including improving our understanding of the social model of disability. Tania Silva and Rahila Hamid will also be leaving us, and we thank them for their time and dedication.

FINANCIAL REVIEW

Principal Funding Sources

WEN received total funds for the year £353,383 (made up of unrestricted funds £10,414; restricted funds £342,969).

WEN's main funding comes from the Welsh Government Equality and Inclusion Grant of £120,000 (2022: £120,105).

The timing of funding income crystallising for the purposes of accounts reporting is outside our control and prevents presentation of a smooth arc of income and related expenditure as at year end. While it is not uncommon for related expenditure to fall into two reporting periods, this was particularly pronounced as between 2021/22 and 2022/23. Trustees sought specific reassurance on this and were advised that the timing of the National Lottery Community Fund grant was material, and evidenced in Note 7 to the accounts.

Reserves Policy

WEN Wales recognises the importance of having reserves and has adopted a reserves policy to provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07891533 (England and Wales)

Registered Charity number

1145706

Registered office

Temple of Peace
King Edward VII Ave
Cathays Park
Cardiff
CF10 3AP

Trustees

Ruth Fowler (resigned 7.5.22)
Rhian Helen Elizabeth Davies
Alison Williams (resigned 13.6.22)
Lowri Rebecca Walters (resigned 14.7.22)
Tania Silva Marin
Wanjiku Elizabeth Mbugua (resigned 15.6.23)
Mary Ann Shelley Brocklesby, Abergavenny Town Councillor
Linda Suzanne Davies
Rahila Hamid Na
Jennifer Ramsay, Senior Adviser at Senedd Cymru

Independent Examiner

Bevan Buckland LLP
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Approved by order of the board of trustees on
and signed on its behalf by:

.....
Mary Ann Shelley Brocklesby - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WOMEN'S EQUALITY NETWORK WALES

Independent examiner's report to the trustees of Women's Equality Network Wales ('the Company') I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Alison Vickers
Bevan Buckland LLP, Ground Floor, Cardigan House,
Castle Court, Swansea Enterprise Park, Swansea SA7 9LA

Date:

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

				2023	2022
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		4,129	–	4,129	338
Charitable activities					
Charitable activities		6,285	342,969	349,254	338,253
Total		10,414	342,969	353,383	338,591
EXPENDITURE ON					
Charitable activities					
Charitable activities		819	429,803	430,622	243,390
NET INCOME/(EXPENDITURE)		9,595	(86,834)	(77,239)	95,201
RECONCILIATION OF FUNDS					
Total funds brought forward		37,351	118,436	155,787	60,586
TOTAL FUNDS CARRIED FORWARD		46,946	31,602	78,548	155,787

BALANCE SHEET 31 MARCH 2023

			2023	2022	
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
CURRENT ASSETS					
Debtors	5	–	17,375	17,375	27,919
Cash at bank		59,976	42,345	102,321	140,353
		59,976	59,720	119,696	168,272
CREDITORS					
Amounts falling within one year	6	(13,030)	(28,118)	(41,148)	(12,485)
NET CURRENT ASSETS					
		46,946	31,602	78,548	155,787
TOTAL ASSETS LESS CURRENT LIABILITIES					
		46,946	31,602	78,548	155,787
NET ASSETS					
		46,946	31,602	78,548	155,787
FUNDS					
	7				
Unrestricted funds				46,946	37,351
Restricted funds				31,602	118,436
TOTAL FUNDS					
				78,548	155,787

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on

.....
and were signed on its behalf by:

.....
Suzy Davies - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102)

'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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

1. ACCOUNTING POLICIES - continued

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charities activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Tangible Assets

It is our policy that any capital costs under the amount of £500 is written off to the Statement of Financial Activities.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

3. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2023	2022
Management	2	2
Direct Services	5	4
Admin	1	1
Total	8	7

No employees received emoluments in excess of £60,000.

The Key Management Personnel of the Charity received remuneration of £49,615 (2022: £50,163), this includes gross salary paid, employers national insurance contributions and employers pension contributions.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	338	–	338
Charitable activities			
Charitable activities	950	337,303	338,253
Total	1,288	337,303	338,591
EXPENDITURE ON			
Charitable activities			
Charitable activities	251	243,139	243,390
NET INCOME	1,037	94,164	95,201
RECONCILIATION OF FUNDS			
Total funds brought forward	36,314	24,272	60,586
TOTAL FUNDS CARRIED FORWARD	37,351	118,436	155,787

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	17,375	22,031
Prepayments	–	5,888
Total	17,375	27,919

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	4,128	1,134
Social security and other taxes	5,397	7,136
Other creditors	1,441	2,337
Accruals and deferred income	7,000	1,878
Accrued expenses	23,182	–
Total	41,148	12,485

7. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	37,351	9,595	46,946
Restricted funds			
WCVA - Third Sector Partnership Council	2,675	362	3,037
Big Lottery	44,848	(41,805)	3,043
100 Welsh Women	2,461	(1,365)	1,096
EYST Wales	5,000	5,000	10,000
WCVA Fundraiser	37,261	(27,048)	10,213
ERS Cymru	5,000	(2,944)	2,056
WG Mentoring	2,270	(2,270)	–
JRRT	18,921	(16,764)	2,157
	118,436	(86,834)	31,602
TOTAL FUNDS	155,787	(77,239)	78,548

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,414	(819)	9,595
Restricted funds			
Welsh Government Grant	120,000	(120,000)	–
WCVA - Third Sector Partnership Council	3,501	(3,139)	362
Big Lottery	140,601	(182,406)	(41,805)
100 Welsh Women	–	(1,365)	(1,365)
Oxfam	8,000	((8,000))	–
EYST Wales	5,000	–	5,000
WCVA Fundraiser	12,492	(39,540)	(27,048)
ERS Cymru	–	(2,944)	(2,944)
WG Mentoring	41,000	(43,270)	(2,270)
JRRT	–	(16,764)	(16,764)
WG - We Belong Here	12,375	(12,375)	–
	342,969	(429,803)	(86,834)
TOTAL FUNDS	353,383	(430,622)	(77,239)

7. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	36,314	1,037	37,351
Restricted funds			
Welsh Government Grant	6,954	(6,954)	–
WCVA - Third Sector Partnership Council	10,732	(8,057)	2,675
Big Lottery	–	44,848	44,848
100 Welsh Women	2,461	–	2,461
Fawcett	875	(875)	–
Waterloo	2,000	(2,000)	–
Women's Budget Group	1,250	(1,250)	–
EYST Wales	–	5,000	5,000
WCVA Fundraiser	–	37,261	37,261
ERS Cymru	–	5,000	5,000
WG Mentoring	–	2,270	2,270
JRRT	–	18,921	18,921
	24,272	94,164	118,436
TOTAL FUNDS	60,586	95,201	155,787

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,288	(251)	1,037
Restricted funds			
Welsh Government Grant	120,105	(127,059)	(6,954)
WCVA - Third Sector Partnership Council	3,501	(11,558)	(8,057)
Big Lottery	107,034	(62,186)	44,848
Fawcett	–	(875)	(875)
Waterloo	–	(2,000)	(2,000)
Women's Budget Group	5,000	(6,250)	(1,250)
EYST Wales	5,000	–	5,000
WCVA Fundraiser	37,477	(216)	37,261
ERS Cymru	5,000	–	5,000
WG Mentoring	24,436	(22,166)	2,270
JRRT	29,750	(10,829)	18,921
	337,303	(243,139)	94,164
TOTAL FUNDS	338,591	(243,390)	95,201

7. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21	Net movement in funds	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	36,314	10,632	46,946
Restricted funds			
Welsh Government Grant	6,954	(6,954)	–
WCVA - Third Sector Partnership Council	10,732	(7,695)	3,037
Big Lottery	–	3,043	3,043
100 Welsh Women	2,461	(1,365)	1,096
Fawcett	875	(875)	–
Waterloo	2,000	(2,000)	–
Women's Budget Group	1,250	(1,250)	–
EYST Wales	–	10,000	10,000
WCVA Fundraiser	–	10,213	10,213
ERS Cymru	–	2,056	2,056
JRRT	–	2,157	2,157
	24,272	7,330	31,602
TOTAL FUNDS	60,586	17,962	78,548

7. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	11,702	(1,070)	10,632
Restricted funds			
Welsh Government Grant	240,105	(247,059)	(6,954)
WCVA - Third Sector Partnership Council	7,002	(14,697)	(7,695)
Big Lottery	247,635	(244,592)	3,043
100 Welsh Women	–	(1,365)	(1,365)
Oxfam	8,000	(8,000)	–
Fawcett	–	(875)	(875)
Waterloo	–	(2,000)	(2,000)
Women's Budget Group	5,000	(6,250)	(1,250)
EYST Wales	10,000	–	10,000
WCVA Fundraiser	49,969	(39,756)	10,213
ERS Cymru	5,000	(2,944)	2,056
WG Mentoring	65,436	(65,436)	–
JRRT	29,750	(27,593)	2,157
WG - We Belong Here	12,375	(12,375)	–
	680,272	(672,942)	7,330
TOTAL FUNDS	691,974	(674,012)	17,962

8. RELATED PARTY DISCLOSURES

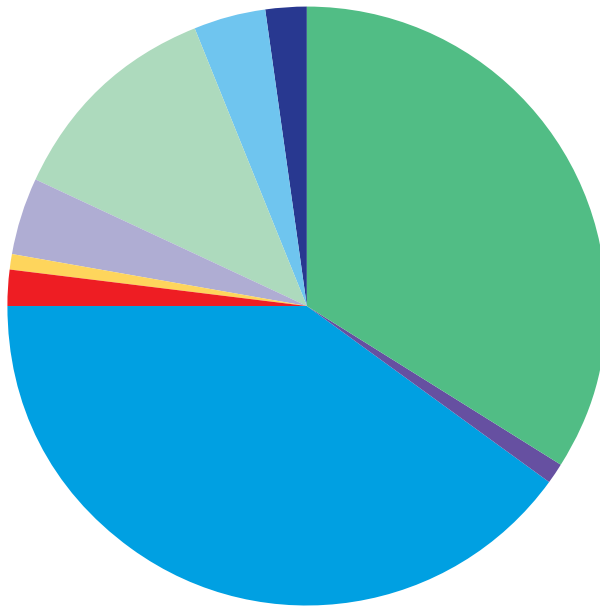
There were no related party transactions for the year ended 31 March 2023.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	4,129	338
Charitable activities		
Grants	343,969	338,253
Other Revenue	5,285	–
	349,254	338,253
TOTAL INCOMING RESOURCES	353,383	338,591
EXPENDITURE		
Charitable activities		
Wages	209,716	141,501
Social security	14,875	8,379
Pensions	10,486	6,986
Insurance	254	105
Communications and internet	4,460	4,976
Design, publications and marketing	2,562	6,455
Travel and subsistence	16,933	4,056
Membership and registration fees	1,242	852
Consultancy fees	4,950	1,380
Events and resources	21,923	7,879
IT Equipment	5,348	6,149
Translation costs	3,157	2,058
Training costs	3,881	2,112
Premises costs	6,190	862
Office Overheads	6,223	6,072
Policy & Research	7,383	3,294
Evaluation	1,708	1,020
Mentoring	–	350
EPEV partner payments	106,938	36,184
Bank charges	115	97
	428,344	240,767
Support costs		
Accountancy and legal fees	2,278	2,623
Total resources expended	430,622	243,390
NET (EXPENDITURE)/INCOME	(77,239)	95,201

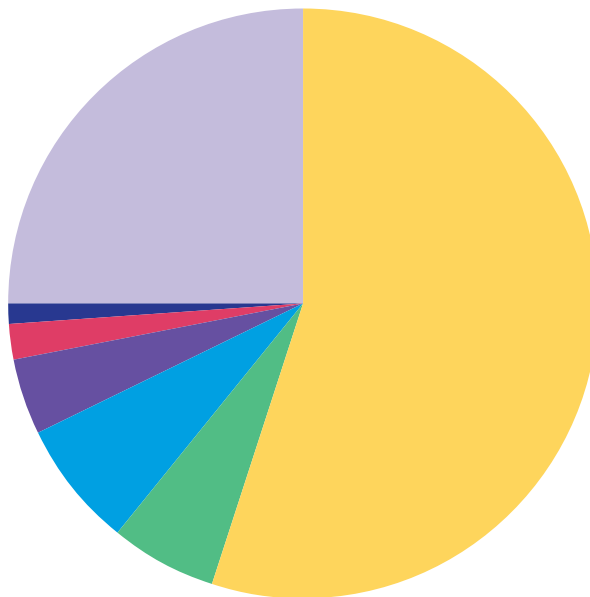
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023 - Continued

INCOME



General Fund	2%
Welsh Government	34%
WCVA	1%
Big Lottery	40%
Oxfam	2%
Eyst	1%
WCVA Fundraiser	4%
WG Mentoring	12%
WG We Belong Here	4%

EXPENDITURE



Salaries & Pension	55%
Office Overheads	6%
Events & Publications	7%
Staff and Trustee Expenses	4%
Policy & Memberships	2%
Accountancy Fees	1%
EPEV Partner payments	25%