

ANNUAL REPORT AND ACCOUNTS

2023 - 2024

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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 2024

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 2024. 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

It's been another busy, challenging and successful year for WEN Wales!

We **connected** with more women across Wales than ever – the highlight of the year was our magnificent We Belong Here day, bringing together over 200 diverse women from all corners of Wales to the Senedd to hear from women in elected office, to learn and share experiences in a series of powerful workshops, to sit and speak in the Senedd Siambwr and to celebrate diverse women's achievements and goals. By the end of the year our award-winning **campaign**, Diverse5050 and relentless influencing work helped result in a series of legislative measures in the Senedd reform programme aimed to ensure equal and diverse representation. Most importantly, progressively and historically in March 2024, the Senedd Cymru (Electoral Candidate Lists) Bill was introduced – a key moment in our long-fought undertaking to see gender quotas for Senedd elections enshrined in law. We continued to **champion** diverse women through the Equal Power Equal Voice programme, we have seen them be appointed to public boards, become trustees, and achieve so much more in public and political life.

The highlight of the year was our magnificent We Belong Here day, bringing together over 200 diverse women from all corners of Wales to the Senedd

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 5% and our social media following continues to grow. 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.

Notwithstanding these successes and causes for celebration, we, along with all our partners in the sector and beyond, were shocked and saddened at the closure in September 2023 of Chwarae Teg. For over 30 years Chwarae Teg had championed women's equality – particularly, but not only – in the workplace and the wider economy. The loss of our sister voice in fighting for women's rights here in Wales is a blow to us and to the whole sector. The loss of the vast majority of their funding out of the sector has

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made the gaps they leave all the harder to fill. Nonetheless, we have worked extra shifts to ensure that their contribution to the women's sector in Wales is not lost. We are extremely proud to have worked hard and fast to ensure that the Wales Women's Budget Group, which was incubated at Chwarae Teg, found a new home. We continue to explore ways to fill the gaps, and will do so over the coming year, including in continuing the important annual State of the Nation report.

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

After six successful years as Director of WEN Wales, we bid farewell to Catherine Fookes, who left us to focus on her exciting journey in politics. She found success there too and is now the Member of Parliament for Monmouthshire. We look forward to working with Catherine in her new role and to seeing her continue her fight for the women of Wales at home and in Westminster.

Our new Director, Victoria Vasey, who joined us half way through the year in September 2023 is taking WEN from strength to strength as we grow our organisational resilience in an increasingly difficult funding environment and we work to update our strategy to ensure that our small but mighty organisation has maximum impact in our mission to see a Wales where all have equal authority and opportunity to shape society and their own lives.

Our dedicated staff team have, as usual, pursued WEN's aims and strategic objectives relentlessly and have stepped up all the more during the leadership transition this year. On behalf of the Board I would like to thank and commend them for their consistent commitment and diligent hard work for the cause.

Mary Ann Brocklesby
Chair

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31 MARCH 2024

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 this year focused around three strategic priorities:

- Growing and mobilising a coalition of activists to campaign with us
- Campaigning for diverse and equal leadership in the Senedd and Local Government
- Strengthening women's rights by campaigning for adequate and fair childcare provision

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 via WEN Cafés and other events, regular newsletters, blogs, our social media and website, IWD toolkit, and partnership working on campaigns and events. Regional events took place as part of the Diverse5050 campaign and the EPEV mentoring programme in Aberystwyth, Bangor, Cardiff, Carmarthen, Llandudno, Newport, Swansea, Wrexham and Ystradgynlais. This series of focused meetings has enabled us to engage with women inside and outside of our existing networks. We have been able to deepen engagement through awareness-raising and feedback on key issues – primarily Senedd electoral reform – and to grow WEN's membership and reach. Our membership grew by 5% in the period.

Core to our work is to champion the diversity of women in Wales. We are grateful our fabulous WEN team and to all our wonderful members and partners who help us to do that. We were proud to win the Champion of Diversity Award at the Welsh Charity Awards this year.

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1.1. Policy work supporting the coalition

We have worked within several groups and taken opportunities to amplify the voices of our membership through ad hoc civil society initiatives, such as leading an open letter, signed by 25 organisations and individuals, outlining the women's and equality sector's concerns about the Retained EU Law Bill.

Via the Gender Network, our intersectional policy forum, we continue to share weekly policy updates including information on what is taking place in the Senedd on 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.

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. Most importantly this year, together with the Gender Network, we developed a Feminist Manifesto for the 2024 General Election, which we highlighted with an expert panel at a WEN Café and circulated to all candidates standing in the 2024 General Election.

Based on insights from our own and members' policy research, we responded to Senedd and Welsh Government consultations on a range of topics, in addition to those included in our core areas of focus noted below, in particular through a joint response with the Wales Women's Budget Group on the draft budget consultation, accompanied by a joint statement in response to the publication of the draft budget.

As secretariat we continued to support chair Sian Gwenllian MS in coordinating the Cross-Party Group (CPG) on Women, with a joint meeting with the CPG on Violence against Women and Girls. The group's work this year explored several key opportunities to advance gender equality in Wales, including rights of unpaid carers, gender budgeting, two meetings on the justice system and women in prison, in particular the experience of minority ethnic women in prison. 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.

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

We marked IWD with a WEN Café held in the Temple of Peace in Cardiff and online. We were privileged to be joined by Hannah Blythyn MS and a panel of inspirational women, each forging their way ahead in interesting and largely traditionally male-dominated fields to speak on IWD's 2024 theme, Invest in Women: Accelerate Progress. Big thanks to Anne Collis, co-founder of neurodivergent business network NeuDICE, Abi Emmett, Head of Construction at Welsh National Opera, and Charity Rose, engineering geologist and campaigner.

IWD 2024
*Invest in
Women:
Accelerate
Progress.*

For the fourth year in a row, we updated our International Women's Day toolkit for schools and youth groups. We are proud to be able to share a 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.

1.3. Press coverage

This year we again amplified our policy work and drew wider positive attention to WEN in both English and Welsh language press. Members of the team appeared on television on BBC Wales Live, BBC Politics and Newyddion S4C, and on the radio on BBC Radio Wales and BBC Radio Cymru several times. WEN appeared in print or online in WalesOnline, BBC News online and Nation.Cymru. Our major focus in the media has been 1) our work on diverse and equal leadership including campaigning for quotas, and 2) our childcare policy positions.

1.4. WEN Café

Our series of WEN Cafés has continued this year, helping us to connect with our members and highlight our work. 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 views and

recommendations from experts on our panels. We held two hybrid and one online WEN Cafés, an opportunity to bring people together in person as well as ensuring the discussion remained accessible to all via an online stream.

2. CAMPAIGNING FOR DIVERSE AND EQUAL LEADERSHIP IN THE SENEDD AND LOCAL GOVERNMENT

We continued to campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing diverse women. We want to see an increase in 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.

We want to see an increase in the diversity of women in political life.

We seek to do this by campaigning for legislative and policy change, through our award-winning Diverse5050 campaign and by championing diverse women to encourage them to stand for elected office and participate more widely in public life.

2.1. Diverse5050

Building on the historical success of [Phase 1 of the Diverse 5050 campaign](#), we have been working to ensure the Welsh Government's commitment to legally binding gender quotas and other legislative measures, secured in Phase 1, become reality. To do this we have:

- a. Researched and advocated legislative measures, specifically, but not only, to ensure that the draft Senedd reform legislation includes the promised legally binding gender quotas.
- b. Proposed measures on diversity of candidates to political parties and Welsh Government.
- c. Built up grassroots support for the campaign with a series of regional meetings and social media initiatives.

We have provided verbal and written evidence to the Senedd Local Government and Housing Committee on Diversity in Democracy and to the Senedd Reform Committee, with our Diverse505 Coalition.

We have produced a briefing on diversity and inclusion strategies which has been presented to the Wales Race Forum and we have engaged political parties and the Senedd's Women's Caucus on implementing the recommendations in the briefing.

We have highlighted the legal and policy considerations with the Gender Network and the CPG on Women. We have worked with our Diverse5050 partners to develop and amplify these issues. We have travelled the length and breadth of Wales to speak to women to increase awareness of and engagement in these important legislative changes.

On 21 October, we held 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' democracy to encourage more women to stand in 2026. The day was a huge success, attended by over 200 women who came to the heart of Welsh democracy to hear from women in elected office, to learn and share experiences in a series of powerful workshops, to sit and speak in the the Senedd Siambr and to celebrate diverse women's achievements and goals. The event was all the stronger, given the support and meaningful participation of elected representatives from across the political spectrum.

Through the combined pressure from our coalition of members over the past year we helped to ensure that:

- the Senedd Cymru (Members and Elections) Bill was introduced in September 2023, including an increased Senedd size from 2026 and a form of proportional representation, which (among other benefits) sets the stage for a gender equal and more diverse electorate in Wales;
- the Election and Elected Bodies Bill introduced in October 2023, including a duty on the Welsh Ministers to put in place arrangements aimed at improving diversity within Senedd and local government democratic structures, and for individual schemes to be created and tailored to provide support for protected characteristics;
- the Senedd Cymru (Electoral Candidate Lists) Bill was introduced in March 2024, including a progressive model of gender quotas for Welsh Senedd elections.

2.2. Equal Power Equal Voice Mentoring Programme

WEN has built on two years of success in the Equal Power Equal Voice (EPEV) programme, our flagship cross-equalities mentoring programme, which we deliver in partnership with Disability Wales, Ethnic Minorities & Youth Support Team (EYST) Wales and Stonewall Cymru. This year's cohort of over 100 mentees has been supported by as many incredible volunteer mentors, on journeys towards increased confidence, knowledge, networks and skills.

Throughout the year, training sessions were held on intersectionality, campaigning, public speaking, the media, how the Senedd works, etc. As always, this year, mentees were given the opportunity to practice their speaking skills through our speed networking sessions, elevator pitch practices and speaking opportunities at events such the UK Houses and Parliament visit and the End of Year Celebration event. This has empowered and inspired many mentees to create new organisations, speak at events across Wales and take up leadership roles which they would ordinarily not have before joining the programme.

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 that they have learnt. The results show that in every area, mentees from this year's cohort have grown:

- there was a 38% increase in mentees seeing themselves as leaders, from 49% to 87%. Moreover, 70% also felt confident that others see them as leaders as well by the end of the programme, compared to 45% in the beginning;

- 65% expressed confidence to speak as part of a debate, panel or conference by the end of the programme, compared to only 31% at the beginning;
- an increase from 30% to 70% was noted in mentees' willingness to stand as candidates in an election;
- from 52% at the beginning of the programme, 80% expressed an interest in becoming trustees or joining public boards by the end of the programme. Moreover, a remarkable 13 persons from the cohort have already secured such roles;
- mentees' understanding of devolution (from 46% to 85%) and of how the Senedd works (from 33% to 80%) also increased significantly;
- by the end of the programme, 90% of participants felt they had strong local, regional, national and political networks, compared to only 47% in the beginning;
- understanding of how political parties work (from 26% to 77%) and of running for selection to be a candidate in an election (from 22% to 67%) also increased across the board.

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

"The relationships I have forged on this programme will last long after the programme's end and I plan to use the knowledge and experience gained from EPEV both personally and professionally. As an advocate, I'll continue championing equality in my community and workplace. Whether it's speaking at conferences or mentoring others, I'm committed to making a difference.

Thanks to EPEV, I've gained the confidence and skills to put myself forward for more senior leadership roles. I've since stepped up to Chair the Board of Trustees at an arts charity and I've been selected from many candidates to complete the Climb Leadership Development Programme with Dragon's Heart Institute. These accomplishments mark a significant milestone in my leadership journey, propelling me toward further success. They wouldn't have been possible without the support of the EPEV programme, and everyone involved in it."

"The self-development workshops that were designed to help us with tasks like public speaking have helped to boost my confidence and improve my public speaking skills, greatly contributing to my role as founder and president of [Black Girl's Space Cardiff](#), which is now an official charity.

During my time on the program, I had the opportunity of speaking at Westminster which led to the opportunity of work experience at the Senedd! I am now also a part of the Inclusive Journalism collective who have been a great help in jump starting my career in journalism. I am profoundly grateful to the EPEV to the support and invaluable contribution they have made towards my personal and professional growth."

"[...] Being offered with the opportunity to be a part of the Equal Power Equal Voice mentoring program has been a major driving factor in the process of accomplishing my goals. [...]" EPEV mentee

Thanks to the incredible reputation the programme has made for itself, we now have a record number of 86 people having expressed an interest in becoming mentees for 2024-25, should the programme continue.

We would like to thank our incredible partners at Disability Wales, EYST Wales and Stonewall Cymru for their commitment and dedication in working collaboratively to deliver this programme and 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 within 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.

3. STRENGTHENING WOMEN'S RIGHTS BY CAMPAIGNING FOR ADEQUATE AND FAIR CHILDCARE PROVISION

As a recurring theme of concern for our members and at a time when the Welsh Government is developing its approach to childcare provision, we have focused this year on ensuring that this issue is front and centre and that any changes are fair and adequate. To this end, we co-delivered a workshop at the Flying Start conference with 14 practitioners to help better understand views of the sector on how to expand childcare. We highlighted the importance of affordable and accessible childcare in the consultation response and statement on the draft budget and in our oral evidence to the Finance Committee and made childcare a core focus of our General Election Manifesto with the Gender Network.

We have developed detailed research on the Welsh Flying Start programme and have spent considerable time on strategic development of this area of work for the coming period to ensure that progress towards adequate and fair childcare provision in Wales is marked ahead of 2026 Senedd elections.

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 can have a maximum of nine Trustees, all of whom must be members who are elected to serve for three years and for a maximum of two terms. 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	September 2017 to August 2023
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	Anmarie Brown	from August 2021
Diverse 50:50 Campaigner	Evelyn James	from August 2021
Mentoring Project Manager	Joys Njini	from October 2021
Partnerships & Fundraising Manager	Shannon Gossage	from April 2022
Administrative Assistant	Rebecca Wilson	from January 2023
Director	Victoria Vasey	from September 2023
WWBG Coordinator & Policy Assistant	Hannah Griffiths	from October 2023

We are extremely grateful also for the contribution of Maddie Darlington who supported our Policy and Communications work this year.

CURRENT TRUSTEES

Rhian Davies (Vice Chair)
Tania Silva
Wanjiku Elizabeth Mbugua
Jennifer Ramsay
Mary Ann Brocklesby (Chair)
Rahila Hamid
Suzy Davies (Treasurer)
Kate Ellis
Katy Hales
Aliya Mohammed
Elizabeth Evans
Nancy Lidubwi
Nina Durant

DATE ELECTED FOR THREE YEAR TERM

December 2017, November 2020
November 2020
November 2020
November 2021
November 2021
November 2021
November 2021
October 2022
October 2022
December 2023
December 2023
December 2023 (co-opted, January 2023)
December 2023

After a remarkable six years on our board, our Vice Chair, Rhian Davies stepped down at our 2023 AGM, as did Tania Silva and Rahila Hamid. All are missed and we thank them very much for all they have contributed to WEN over the years.

After an open recruitment drive for which we were pleased to have a very strong field of candidates, four new trustees were elected in December 2023. We warmly welcome Aliya Mohammed, Elizabeth Evans, Nancy Lidubwi and Nina Durant.

FINANCIAL REVIEW

Principal Funding Sources

WEN received total funds for the year £470,863 (made up of unrestricted funds £79,471; restricted funds £391,392).

WEN's largest funding source (36%) is the Welsh Government, through the Equality and Inclusion Grant of £120,000 (2023: £120,000).

National Lottery funds WEN at a similar level (34%), through the People and Places fund of £142,528 (2023: £140,601).

The Esmée Fairbairn Foundation funds 15% of WEN's total income at £71,500 (2023:£0).

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

Rhian Davies (resigned 5.12.23)
Tania Silva Marin (resigned 5.12.23)
Wanjiku Elizabeth Mbugua (resigned 15.6.23)
Mary Ann Shelley Brocklesby
Linda Suzanne Davies
Rahila Hamid (resigned 5.12.23)
Jennifer Ramsay
Katy Hales
Aliya Mohammed
Elizabeth Evans
Nancy Lidubwi
Nina Durant

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 2024.

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 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

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

				2024	2023
	Notes	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		284	–	284	4,129
Charitable activities					
Charitable activities		79,187	391,392	470,579	349,254
Total		79,471	391,392	470,863	353,383
EXPENDITURE ON					
Charitable activities					
Charitable activities		3,326	413,739	417,065	430,622
NET INCOME/(EXPENDITURE)					
Transfers between funds	7	1,887	(1,887)	-	-
Net movement in funds		78,032	(24,234)	53,798	(77,239)
RECONCILIATION OF FUNDS					
Total funds brought forward		46,946	31,602	78,548	155,787
TOTAL FUNDS CARRIED FORWARD		124,978	7,368	132,346	78,548

BALANCE SHEET 31 MARCH 2024

			2024	2023	
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
CURRENT ASSETS					
Debtors	5	19,600	8,047	27,647	17,375
Cash at bank and in hand		119,426	18,273	137,699	102,321
		139,026	26,320	165,346	119,696
CREDITORS					
Amounts falling within one year	6	(14,048)	(18,952)	(33,000)	(41,148)
NET CURRENT ASSETS		124,978	7,368	132,346	78,548
TOTAL ASSETS LESS CURRENT LIABILITIES		124,978	7,368	132,346	78,548
NET ASSETS		124,978	7,368	132,346	78,548
FUNDS					
	7				
Unrestricted funds				124,978	46,946
Restricted funds				7,368	31,602
TOTAL FUNDS				132,346	78,548

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 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:

.....

Linda Suzanne Davies - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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 charity's 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 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

3. STAFF COSTS

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

	2024	2023
Management	2	2
Direct Services	5	5
Admin	1	1
Total	8	8

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

The Key Management Personnel of the Charity received remuneration of £52,573 (2023: £49,615), this includes gross salary paid, employers national insurance contributions and employers pension contributions.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	24,600	17,375
Prepayments	3,047	-
Total	27,647	17,375

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	820	4,128
Social security and other taxes	5,729	5,397
Other creditors	1,579	1,441
Accruals and deferred income	3,105	7,000
Accrued expenses	21,767	23,182
Total	33,000	41,148

7. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	46,946	4,645	1,887	53,478
Esmée Fairbairn Foundation	-	71,500	-	71,500
	46,946	76,145	1,887	124,978
Restricted funds				
Welsh Government Grant	-	(321)	321	-
WCVA - Third Sector Partnership Council	3,037	-	(3,037)	-
National Lottery	3,043	1,894	-	4,937
100 Welsh Women	1,096	(366)	-	730
Rosa Foundation	-	240	-	240
EYST Wales	10,000	(10,000)	-	-
WCVA Fundraiser	10,213	(11,042)	829	-
ERS Cymru	2,056	(2,056)	-	-
JRRT	2,157	(2,157)	-	-
Awards for All	-	1,461	-	1,461
	31,602	(22,347)	(1,887)	7,368
TOTAL FUNDS	78,548	53,798	-	132,346

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,971	(3,326)	4,645
Esmée Fairbairn Foundation	71,500	-	71,500
	79,471	(3,326)	76,145
Restricted funds			
Welsh Government Grant	120,000	(120,321)	(321)
WCVA - Third Sector Partnership Council	3,501	(3,501)	-
National Lottery	142,528	(140,634)	1,894
100 Welsh Women	-	(366)	(366)
Rosa Foundation	7,000	(6,760)	240
Waterloo Foundation	5,000	(5,000)	-
Women's Budget Group	15,855	(15,855)	-
EYST Wales	-	(10,000)	(10,000)
WCVA Fundraiser	-	(11,042)	(11,042)
ERS Cymru	-	(2,056)	(2,056)
WG Mentoring	41,000	(41,000)	-
JRRT	34,161	(36,318)	(2,157)
WG - We Belong Here	12,375	(12,375)	-
Awards for All	9,972	(8,511)	1,461
	391,392	(413,739)	(22,347)
TOTAL FUNDS	470,863	(417,065)	53,798

7. MOVEMENT IN FUNDS - continued

Comparatives for 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
National 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

Comparative 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
National 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

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

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	37,351	14,240	1,887	53,478
Esmée Fairbairn Foundation	-	71,500	-	71,500
	37,351	85,740	1,887	124,978
Restricted funds				
Welsh Government Grant	-	(321)	321	-
WCVA - Third Sector Partnership Council	2,675	362	(3,037)	-
National Lottery	44,848	(39,911)	-	4,937
100 Welsh Women	2,461	(1,731)	-	730
Rosa Foundation	-	240	-	240
EYST Wales	5,000	(5,000)	-	-
WCVA Fundraiser	37,261	(38,090)	829	-
ERS Cymru	5,000	(5,000)	-	-
WG Mentoring	2,270	(2,270)	-	-
JRRT	18,921	(18,921)	-	-
Awards for All	-	1,461	-	1,461
	118,436	(109,181)	(1,887)	7,368
TOTAL FUNDS	155,787	(23,441)	-	132,346

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	18,385	(4,145)	14,240
Esmée Fairbairn Foundation	71,500	-	71,500
	89,885	(4,145)	85,740
Restricted funds			
Welsh Government Grant	240,000	(240,321)	(321)
WCVA - Third Sector Partnership Council	7,002	(6,640)	362
National Lottery	283,129	(323,040)	(39,911)
100 Welsh Women	-	(1,731)	(1,731)
Oxfam	8,000	(8,000)	-
Rosa Foundation	7,000	(6,760)	240
Waterloo Foundation	5,000	(5,000)	-
Women's Budget Group	15,855	(15,855)	-
EYST Wales	5,000	(10,000)	(5,000)
WCVA Fundraiser	12,492	(50,582)	(38,090)
ERS Cymru	-	(5,000)	(5,000)
WG Mentoring	82,000	(84,270)	(2,270)
JRRT	34,161	(53,082)	(18,921)
WG - We Belong Here	24,750	(24,750)	-
Awards for All	9,972	(8,511)	1,461
	734,361	(843,542)	(109,181)
TOTAL FUNDS	824,246	(847,687)	(23,441)

8. RELATED PARTY DISCLOSURES

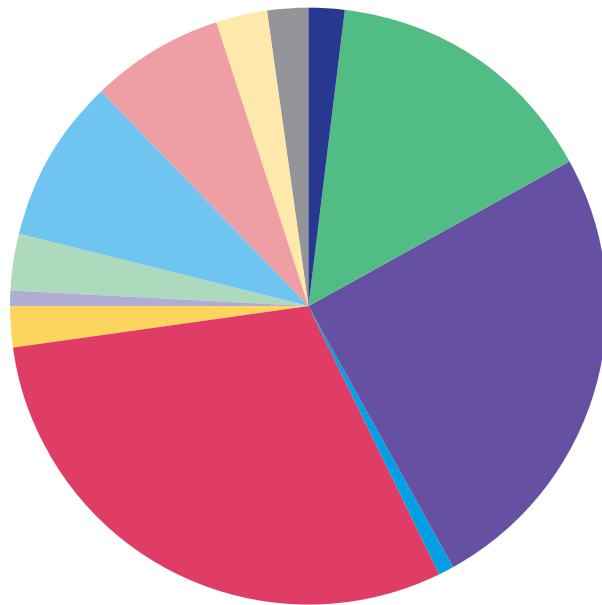
There were no related party transactions for the year ended 31 March 2024.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	284	4,129
Charitable activities		
Grants	462,892	343,969
Other Revenue	7,687	5,285
	470,579	349,254
TOTAL INCOMING RESOURCES	470,863	353,383
EXPENDITURE		
Charitable activities		
Wages	237,112	209,716
Social security	16,961	14,875
Pensions	11,648	10,486
Insurance	269	254
Communications and internet	3,883	4,460
Design, publications and marketing	2,106	2,562
Travel and subsistence	11,555	8,891
Membership and registration fees	908	1,242
Consultancy fees	-	4,950
Events and resources	539	765
IT Equipment	-	5,348
Translation costs	3,076	3,157
Training costs	1,348	3,881
Premises costs	5,775	6,190
Office Overheads	9,205	6,223
Policy & Research	3,000	7,383
Evaluation	1,836	1,708
EPEV partner payments	56,389	106,938
Recruitment	4,463	-
Staff Expenses	8,678	8,042
Events & Resources - Project	34,035	21,158
Bank charges	108	115
	412,894	428,344
Support costs		
Accountancy and legal fees	4,171	2,278
Total resources expended	417,065	430,622
NET INCOME/(EXPENDITURE)	53,798	(77,239)

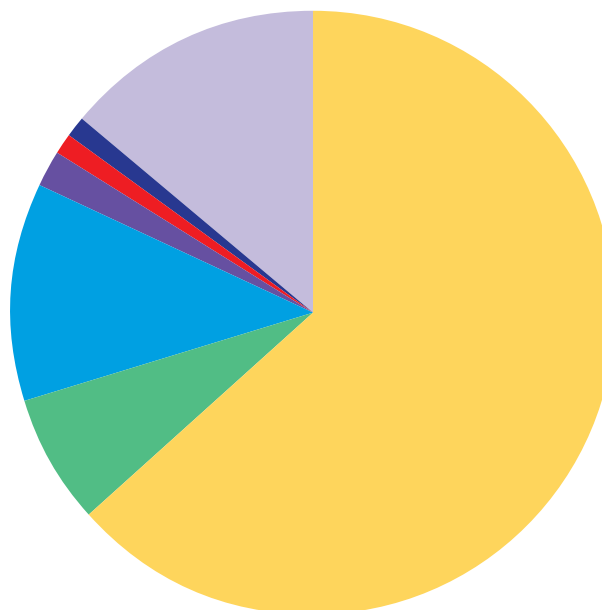
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 - Continued

INCOME



General fund	2%
Esmée Fairbairn Foundation	15%
Welsh Government Grant	25%
WCVA	1%
National Lottery	30%
Rosa Foundation	2%
Waterloo Foundation	1%
Women's Budget Group	3%
WG Mentoring	9%
JRRT	7%
WG - We Belong Here	3%
We Belong Here Sponsorship	2%

EXPENDITURE



Salaries & Pension	64%
Office Overheads	7%
Events & Publications	12%
Staff and Trustee Expenses	2%
Policy & Memberships	1%
Accountancy Fees	1%
EPEV Partner payments	14%