

WOMEN'S ENGINEERING SOCIETY

England & Wales · Charity number 1008913

Details

Other names W E S

Status Registered

Legal form Charitable company

Company number [00162096](#)

Registered 1992-02-27

Register [View on the Charity Commission register](#)

Contact

Address Women's Engineering Society
Futures Place
Kings Way
Stevenage
Hertfordshire
SG1 2UA

Phone 01438765506

Email ceo@wes.org.uk

Website www.wes.org.uk

Activities

Objects: The objects for which the Society is established are:(A) to promote the education of women in engineering sciences and other skills, the better to fit women for the practice of engineering;(B) to advance the education of the public concerning the study and practice of engineering among women; and(C) to relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art and techniques of engineering and allied sciences or in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

Activities: Promotes education, training & practice of engineering among women. Increases public awareness of women in engineering. Forum for the exchange of opinions for women with interests in engineering. Sustains contacts with women engineers on career breaks & facilitates their return to paid employment. Ensures voice of women engineers is heard in Government & policy-making institutions.

Classification

- **How:** Makes Grants To Individuals, Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£569,174	£704,505	£337,057	6
2024-03-31	£689,012	£543,496	£442,525	9
2023-03-31	£511,549	£482,881	£298,009	8
2022-03-31	£423,909	£372,020	-	-
2021-03-31	£311,474	£317,352	-	-

Trustees

Name	Role	Appointed
Dr Katherine Critchley	Chair	2019-10-19
Alysha Ratansi		2024-10-26
Aniela Foster-Turner		2023-03-22
Ann Donaghey		2025-11-08
Caitlin McCall		2024-10-26
Claire Riley		2025-11-08
David Pooley		2026-03-16
Dr Chika Judith Abolle-Okoyeagu		2024-10-26
Laura Shrieves		2023-10-27
Paula McMahon		2023-10-27
Sarah Haslam MBE		2022-10-29
Susan McDonald		2024-10-26

WOMEN'S ENGINEERING SOCIETY

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Accounts



Women's Engineering Society

2025 Annual Report

Annual Report and Financial Statements for
the Year Ended 31st March 2025



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Reference and Administrative Information

The Women's Engineering Society Directors' Report for the year ended 31 March 2025.

The Trustees present the Directors' report and audited financial statements for the year ended 31 March 2025.

Charity name:

The Women's Engineering Society

Company registration number:

00162096

Charity registration number:

1008913

Registered office and operational address:

Futures Place, Kings Way, Stevenage,
Hertfordshire, SG1 2UA

Trustees

Dr Katherine Critchley (President)	(elected President October 23)
Chika Judith Abolle Okeyeagu	(elected October 24)
Paul Cliff	(stepped down April 24)
Aniela Foster-Turner	(re-appointed April 24)
Sarah Haslam MBE	(elected October 22)
Chrisma Jain	(term ended October 24)
Caitlin McCall	(elected October 24)
Susan McDonald	(elected October 24)
Paula McMahon	(elected October 23)
Dr Tosha Nembhard	(stepped down October 24)
Professor Vincenzo Pizzoni	(elected November 21)
Alysha Ratansi	(appointed November 24)
Susan Robson MBE	(stepped down September 24)
Laura Shrieves	(elected October 23)
Mamta Singhal MBE	(term ended October 24)
Emily Spearman	(stepped down April 24)
Kate Willis	(appointed November 24)

Chief Executive Officer:

Elizabeth Donnelly (to Sept 24); Susan Robson (from Sept 24 as interim)

Independent Examiners:

HaysMac LLP, 10 Queen Street Place, London EC4R 1AG

Bankers:

Barclays Bank, 21 Hanover Square, London, W1S 1JW

Investment Fund Managers:

CCLA Investment Management Limited, One Angel Lane, London, EC4R 3AB

Employment Solicitors:

WorkNest Limited Woodhouse, Church Lane, Aldford, Chester, CH3 6JD

1. Introduction

We are pleased to present the Annual Report and Financial Summary of the Women's Engineering Society (WES), offering a comprehensive account of our activities, achievements, and financial performance over the past year. This report is intended for all our stakeholders - members, volunteers, partners, and supporters - who contribute to and champion our mission.

Throughout this document, we share how the Society has used its resources to advance our charitable purpose: supporting and promoting women in engineering. We highlight the impact of our work not only on individual women but also on the wider engineering sector, where we continue to advocate for greater equity, inclusion, and representation.

We take this opportunity to recognise the dedication of our staff and volunteers, whose efforts have been instrumental in delivering our programmes and initiatives. Their commitment underpins the progress we have made and the momentum we carry forward.

This report also outlines our strategic priorities and ambitions for the year ahead, reflecting our continued commitment to growth, collaboration, and meaningful impact. By sharing our financial story with openness and clarity, we aim to uphold the trust placed in us and demonstrate our accountability to those we serve.

Above all, this report is a testament to our shared vision: an engineering industry that reflects the diversity of the society it serves, and where women can thrive, lead, and shape the future.



2. Message from the President

It is with great pride and gratitude that I present our 2025 Annual Report and Accounts.

I would like to begin by extending my heartfelt thanks to the board members who completed their terms this year: Chrisma Jain, Mamta Singhal, Dr. Tosha Nembhard, Professor Emily Spearman, and Paul Cliff. Your contributions have been invaluable. I also warmly welcome our new board members – Caitlin McCall, Susan McDonald, and Chika Judith Abolle Okeyeagu – as well as Susan Robson, who has joined as Interim CEO to guide the society through an important period of transition. My sincere thanks also go to our current board members, who continue to work tirelessly to ensure we meet our Objects of Association.

This year has been one of significant change. We have implemented several operational improvements designed to strengthen the society and better support our members, stakeholders, and partners. As trustees, we have been working closely with our strategy to identify opportunities for business transformation, helping WES become more agile and better prepared for the future. The introduction of a new operational model marks an exciting step forward, and I am confident that it will enhance the society's impact and reach.

One of the year's highlights was the celebration of the 10th anniversary of International Women in Engineering Day (INWED), an initiative conceived by Dawn Bonfield MBE. The milestone was marked with a weekend of celebrations, culminating in the WE50 Awards and a delightful afternoon tea. We also hosted another highly successful Apprentice Conference and the inspiring Caroline Haslett Lecture, delivered this year by Patricia Ashman of Coventry University. Patricia's lecture was truly motivational and followed by the announcement of the Karen Burt Award winner, Kerry Evans. It was a privilege to see this award continue to be supported so strongly by our patron, Professor Cyril Hilsum, father of the late Dr. Karen Burt, and members of her family.

The WES Awards remain one of our most popular programmes, presenting the judges with tough decisions each year. I am particularly proud to have introduced two new awards alongside the Karen Burt Award, for Newly Registered Chartered Engineer, recognising outstanding achievements by Newly Registered Technicians and Newly Registered Incorporated Engineers. As head judge for the Karen Burt Award, I hope these new awards continue to grow and enable WES to support women engineers through every stage of their career journey.

Networking and continuous professional development remain central to the success of our conferences and events. I would like to express my deepest thanks to our volunteers, partners, members, and employees for their passion and dedication – it is their efforts that make these initiatives possible.

Finally, a special thank you goes to the incredible volunteers who lead our boards, special interest groups, and clusters. These communities are at the heart of WES, and we are enormously grateful for their energy and commitment. I look forward to working alongside all of you in the coming year as we continue striving to create an engineering industry that reflects the diversity of the society it serves.



Dr Katherine Critchley FWES, MIET
President Women's Engineering Society

3. Foreword from the CEO

Stepping into the role of Chief Executive Officer, I am pleased to reflect on a year that, while marked by significant challenges, also paved the way for bold and necessary decisions. This period of purposeful transition has enabled us to confront longstanding issues head-on, strengthen our organisational foundations, and lay the groundwork for a more agile, resilient, and impactful WES.

We have stabilised a strong and committed team, united by a clear focus: to serve our members, support our partners, and champion women across the engineering economy. We have made important changes to our operating model to streamline how we work to become more efficient and better equipped to deliver meaningful outcomes.

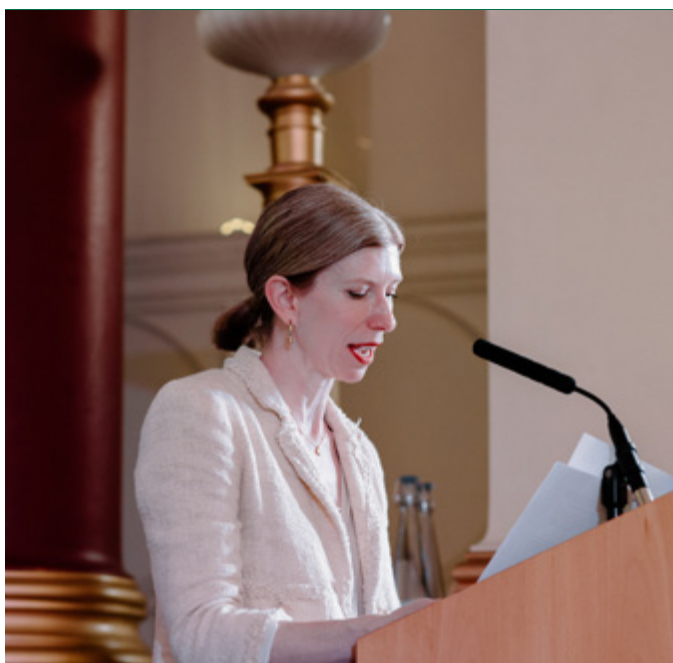
This year has also provided the opportunity to listen to our stakeholders, deepen our relationships with existing partners and forge new connections with key actors across the sector. We have begun to expand our focus to reflect the full breadth of the engineering economy: from research and academia to a wider range of disciplines, sectors, and career pathways. This includes supporting women returning from career breaks, those launching start-ups, and those navigating non-linear journeys into and through engineering.

We are also laying the groundwork to rebuild our presence across all regions of the UK. We recognise that women in engineering are often more closely tied to place when seeking opportunities, and we are committed to ensuring our programmes reflect both national priorities and local realities. By doing so, we aim to unlock opportunities that are both accessible and relevant, wherever our members and partners are based.

Looking ahead, we are excited to consolidate these new ways of working and grow the Society in ways that meet the evolving needs of our members, partners, and the wider industry. This is a pivotal time for WES, and I am confident that with the continued support of our community, we will rise to the challenge and lead with purpose.



Susan Robson
Chief Executive Officer Women's Engineering Society



4. About us

At the Women's Engineering Society (WES), we envision an engineering sector that reflects the full diversity of the society it serves. Our mission is twofold: to empower women in engineering to reach their full potential and to drive systemic change toward a more inclusive industry.

As a charity rooted in equity, diversity, and inclusion, we are guided by the values of our members - collaboration, empowerment, and inclusivity. Every staff member and volunteer is both a steward of our legacy and a catalyst for our future.

Founded on 23 June 1919 in the wake of the First World War, WES was the first professional body dedicated to women across all engineering disciplines. From its origins as a volunteer-run organisation, WES has evolved into a professionally managed, volunteer-led charitable company¹. It is governed by a Board of Directors and led by our President, who are also Trustees of the Charity².

5. Statement of Compliance and Context

The reference and administrative information provided in Section 1 forms an integral part of this Trustees' Annual Report. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) – second edition (October 2019) – applicable to charities preparing their accounts under the Financial Reporting Standard applicable in the UK and Republic of Ireland. They also comply with the Companies Act 2006, the Society's Articles of Association, and all relevant statutory requirements.

In preparing this report, the Trustees have had due regard to the Charity Commission's guidance on public benefit and have reflected on how the Society's activities further its charitable Objects.

6. Our Charitable Objects and Aims

As set out in the Charitable Objects contained in the company's Memorandum of Association, the Women's Engineering Society's purposes are to:

- Promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering
- Advance the education of the public concerning the study and practice of engineering among women
- Relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants

The aims of the Women's Engineering Society fully reflect our Charitable Objects and are organised by three stakeholder-focussed priorities to:

1. Support women in engineering at every stage of their career
2. Support businesses and institutions to attract and retain women in engineering
3. Shape the engineering debate in society, industry and government

¹ limited by guarantee, as defined by the Companies Act 2006 and in the event of THE WOMEN'S ENGINEERING SOCIETY being wound up, Members are required to contribute an amount not exceeding £1.

² According to the Charity's Articles of Association (amended in 1970, 1991, 2006, 2014 and 2020)

7. The Strategy 2024-2025

In 2024–25, recognising the period of transition and leadership change, the Board undertook a strategy review session to revalidate the strategic framework of the Vision, Mission, and Values for the Society, alongside three stakeholder-aligned strategic focus areas. With the appointment of a new CEO and a year of organisational change ahead, the Board agreed to extend the current strategy for a further year. This decision provided continuity and stability while allowing space to reflect, listen, and begin shaping the Society's future direction under new leadership.

- **Our Vision:** for an engineering industry that reflects the diversity of the society it serves to solve the biggest social challenges of our time
- **Our Mission:** To support women in engineering to fulfil their potential and support the engineering industry to be inclusive
- **Our Values:** “Empowered, Collaborative, Inclusive” continue to underpin everything we do. They guide how we work together as a team and with our wider community, enabling both staff and volunteers to honour our legacy while contributing to a more equitable future for engineering.

The three strategic focus areas remain:

1. **Our Members:** Support women in engineering at every stage of their career. We continue to provide networking opportunities, products, and services that support women throughout their engineering journeys. Our work particularly addresses barriers that disproportionately affect women, including access to skills development, career progression, visibility, and professional networks.
2. **Our Partners:** Support businesses and institutions to be inclusive, and to attract and retain women in engineering. We offer tailored support to our partners through events, resources, and collaborative initiatives to help them create inclusive environments that attract and retain diverse engineering talent. This includes enhancing institutional visibility, supporting professional development, and strengthening access to networks.
3. **Our Society:** Shape the engineering debate in society, industry, and government. We engage in national conversations and policy discussions to influence the gender equity agenda in engineering. Through thought leadership, advocacy, and collaboration, we work to ensure that the voices and experiences of women in engineering are heard and valued.

8. Strengthening our organisational resilience

During 2024/25, the organisation faced a number of operational challenges. A strategic review, commissioned by the trustees, identified structural and capability-related barriers to achieving our objectives, highlighting the need for clearer role definition, improved accountability, and better resource alignment.

In response, trustees initiated a programme of organisational renewal designed to address these issues holistically. This included the start of a refreshed leadership approach, refined operational processes, and ensuring the team is the right one that is set up for success in advancing our mission.

These changes reflect our commitment to continuous improvement and to building a resilient organisation capable of delivering high-quality services to our community. With new foundations in place, we look forward to a building on the initial period of renewed momentum in 2024/25 to enable deeper engagement and measurable impact in 2025/26.



9. Our Beneficiaries

Our primary stakeholders and beneficiaries are **our Members**, who represent a cross-section of the engineering disciplines and related roles in the engineering industry. To support our members in their careers, we work with engineering institutional actors and our ambition for the coming year is to collaborate more closely to deliver even greater impact on congruent goals to benefit women in the industry and the industry itself.

<i>Membership Type</i>	<i>31st March 2024</i>	<i>31st March 2025</i>	<i>Variance</i>
Individual Members: those self-funding, including Students and Apprentices	1,095	1,075	-1.8%
Sponsored Members: those supported by a Partner	965	970	+0.5%
Fellows and Associate Fellows: those who have shown meritorious achievements in engineering	85	80	-5.9%
Patrons and Honorary Members: those who are invited to join The Women's Engineering Society due to their place in the engineering community and/or their contribution to engineering	19	21*	+10.5%
Total:	2,164	2,146	-0.8%

Figure 1: Year on Year Trend by Membership Type

*In March 24-25 we were delighted to onboard two new Patrons to our team: Rachel Skinner and Dame Dawn Childs. We look forward to working with both in the coming year.

For the second year in a row, our membership numbers have held steady. While we are encouraged by this stability in a challenging climate, we recognise that broader economic factors, including the ongoing cost-of-living crisis, mean many individuals have had to re-evaluate discretionary spending. We also acknowledge that membership of professional engineering institutions, which are essential for accreditation and career development mean WES membership is an additional discretionary spend. In the current economic climate, this has likely influenced decisions around renewal and retention.

Our aspirations to implement a more strategic and tailored approach to each membership segment were impacted by changes within the team over the past year. As a result, some of the initiatives we had hoped to launch were delayed, and this may have affected the value perceived by some members.

In addition to financial pressures, we acknowledge that members may have chosen not to renew for a range of other reasons. These may include changes in personal or professional circumstances, evolving career priorities, or a lack of perceived relevance or connection with the Society's current offering. We are listening and learning from this feedback.

Importantly, we have kept subscription fees steady to avoid adding financial strain on members. Looking ahead, our focus will be on enhancing the quality of member engagement and delivering a more segmented, needs-based membership offering. This will include developing tailored content, events, and benefits that better align with the diverse interests and career stages of our members, ensuring that the Women's Engineering Society continues to be a valuable and relevant professional community for all.

Our Partners benefit both at the individual and organisational level from their engagement with the Women's Engineering Society. Employees enrolled as members gain access to professional development, inspiration, and a supportive community, while organisations enhance their ability to attract, retain, and develop the diverse talent needed to meet their strategic goals.

Beyond internal impact, partnership with WES connects organisations to a wider network of like-minded institutions committed to driving systemic change. Together, we shape and influence industry practices and government policy on issues critical to attracting, developing, and retaining talent from underrepresented backgrounds. This collaborative effort supports long-term solutions to the engineering skills gap and contributes to the broader business and societal outcomes we all strive to achieve.

Our Partners represent a wide range of engineering-related sectors, bringing with them a rich diversity of experience and ideas that help us collectively build a more inclusive and thriving engineering industry for women.

<i>Partnership Type</i>	<i>31st March 24</i>	<i>31st March 25</i>	<i>Variance</i>
Company Partner	57	55	-3.5%
Education Partner	24	24	0%
SME Partner	13	8	-38.5%
Not For Profit Partner	12	10	-16.6%
Company Plus Partner³	6	2*	-66.7%
Event Partner⁴	2	N/A	N/A
Start Up	4	3	-25%
Bespoke Partner⁵	4	3	-25%
Recruitment Partner⁶	1	N/A	N/A
Total:	123	105	-14%

Figure 2: Year on Year trend by Partnership Type

Following a data cleansing exercise, we have identified and corrected discrepancies in the partner numbers previously reported. This refinement ensures more reliable insights into our partner landscape. The 2024/25 figures show a decrease in overall partner numbers: a change driven in part by increased costs across our offerings at the end of 2023/24, which did not yield a noticeable uplift in the quality of products and services last year.

We recognise that this has impacted partner confidence, and we've listened carefully to the feedback. In response, we have introduced a restructured and simplified partnership offering. By unbundling previously fixed packages, we now provide greater choice and flexibility, enabling partners to align their investment with the aspects of our work most meaningful to their strategic goals.

Looking ahead, we will be launching a new engagement approach focused on fostering a community of best practice, where partners receive increased support and clearer pathways to engage with our mission. This initiative aims to not only increase value for partners but also strengthen our shared commitment to attracting and retaining diverse talent within the sector. We are excited to build more meaningful connections that support our Partners in their pursuit of innovation and inclusive growth of their organisations.

⁴ This partnership type has been retired as part of our partnership review

⁵ This partnership type has been retired as part of our partnership review

⁶ This partnership type has been retired as part of our partnership review

10. Our charitable activities

The main areas of charitable activity are the provision of mentoring, networking opportunities, professional development opportunities, learning and development, professional profile raising and campaigning for change.

Our Mentoring Platform

MentorSET has seen a significant 30.1% increase in participation this year⁷, reflecting both the growing demand for mentoring and the success of recent efforts to raise awareness of the programme. A growing number of WES Partners are actively recommending MentorSET to their staff, recognising the value of external mentoring in supporting career progression and professional development.

MentorSET enables members to connect with experienced women in engineering outside of their own organisation by providing fresh perspectives, impartial guidance, and access to a supportive, cross-sector network.

“Amazing mentor, really easy platform to use and loads of resources available.”

– MentorSET Participant

Our Events

In-person events remain a cornerstone of the Women’s Engineering Society’s impact and engagement strategy. They provide vital opportunities for members and partners to connect, collaborate, and contribute to a more inclusive engineering sector. These events support our charitable objectives by:

- Facilitating professional networking and peer support among women in engineering
- Enabling knowledge exchange and career development across all career stages
- Enhancing visibility for individuals and organisations committed to equity in engineering
- Strengthening our community through shared experiences and recognition of excellence

In 24-25, WES delivered four flagship events, each aligned with our strategic priorities and supported by our central team and dedicated volunteers:

- **The Annual Conference**, convening thought leaders and practitioners to explore innovation and inclusion
- **The Student Conference**, equipping future engineers with tools, networks, and inspiration
- **The Caroline Haslett Lecture**, honouring our heritage while spotlighting leadership in engineering today
- **The Apprentice Showcase**, celebrating early-career talent and promoting vocational pathways

These events not only advance our mission but also reinforce WES’s role as a trusted convenor and advocate for women in engineering.

WES Annual Conference 2024: Showcasing Leadership, Innovation, and Inclusion Across Engineering:

The Women’s Engineering Society Annual Conference 2024 was held over two days at Birmingham’s Millennium Point and welcomed delegates from across the UK. It reflected the growing demand for inclusive, cross-sector dialogue for equity and excellence in engineering.

The programme was designed to reflect the breadth of the profession, spanning disciplines, industries, and career stages⁸.

Panel sessions explored systemic challenges and opportunities, including the “leaky pipeline” in engineering (hosted by EPSRC), the role of digital engineering in enabling inclusion, and the impact of women across engineering disciplines. Ricardo played back their experience as a sponsor and user of the MentorSET (WES’s proprietary mentoring programme). A dedicated session on inclusive PPE design reinforced WES’s commitment to evidence-based advocacy and workplace equity.

The conference also provided structured networking, an exhibition showcase of organisations leading the way on inclusion and diversity in engineering, and practical workshops tailored to early-career professionals, returners, and senior leaders. These opportunities enabled delegates to build meaningful connections, share knowledge, and access tools for long-term career development.

We are grateful to our sponsors **CNH Industrial, Mercedes AMG High Performance Powertrains, Frazer Nash Consultancy, Leonardo, Ingersoll Rand, Sellafield Ltd, Harwin, DPSquared, STEM Returners and Capula**, whose support made this impactful event possible.



⁷ 184 mentees and 240 mentors currently registered on the programme.

⁸ **Dr. Shini Somara** (eSTEAMd Media) on representation in engineering
Anouska Carling (STEM Returners) on developing an effective returners programme
Helen Close (WES) marking 100 years of the Electrical Association for Women
Claire Gott MBE (WSP) on the transformative power of engineering
Kerry Evans (UK Highways A55 Ltd) on crisis leadership during the Menai Suspension Bridge closure
Louise Hardy (Non Executive Director at Balfour Beatty Plc) on women's leadership in the built environment
Mark McBride-Wright MBE (EqualEngineers) on inclusive leadership and psychological safety
Emma McCaig, (Mercedes AMG High Performance Powertrains) on whether diversity key to winning every race
Titilola Oliyide, IET Young Woman Engineer of the Year 2023, on innovation at Supercritical Solutions
Rosa Wells (UCB and GBSIoT) on the benefits of Professional Registration

WES Student Conference 2024: Empowering Future Engineers, Strengthening Industry Connections:

The 2024 WES Student Conference on 1st November at MShed Bristol delivered a day of inspiration, skills development, and networking for over 90 student members from universities across the UK. Designed in collaboration with the WES University Groups Board, Early Careers Board, and Apprenticeship Board, the programme offered practical tools and real-world insights to support students as they transition into the engineering workforce.

From hands-on engineering challenges with the Royal Engineers to CV masterclasses and career strategy sessions, students gained tangible skills to enhance their employability.

For our corporate partners, the conference provided a valuable platform to engage directly with emerging talent, showcase inclusive career pathways, and demonstrate their commitment to supporting the next generation of engineers.

Whilst a success for those who were able to attend, feedback indicated that the cost is often prohibitive for students and partners to attend, and we will be taking this on board as we look to develop our Student Conference offering in 2025. This cornerstone of our early-career engagement strategy should not only bridge the gap between education and industry, ensuring that future engineers are equipped, inspired, and connected, but must also be inclusive and accessible, regardless of access to funding for both student and prospective employers alike.

Celebrating Excellence and Legacy: The Caroline Haslett Lecture and Annual Awards Evening:

On 11 December 2024, WES hosted its flagship end-of-year event at the prestigious Geological Society in London. This evening brought together members, partners, and supporters to celebrate the achievements of women in engineering and to honour those driving progress across the sector and those on whose legacies we build.

The event featured the annual Caroline Haslett Lecture, delivered this year by Patricia Ashman of Coventry University, whose insights into engineering education and leadership drawing on her own personal journey inspired thoughtful discussion. We were also delighted to hear from Helen Close, WES Heritage Manager, who reflected on the Society's enduring legacy and evolving impact.

A highlight of the evening was the presentation of our annual awards, recognising outstanding contributions to engineering and to the WES community. In addition to the Men As Allies, and Amy Johnson Awards, we proudly introduced two new awards to enable us to celebrate excellence across all stages of the Professional Engineering Registration Journey:

- Best Newly Registered Engineering Technician
- Best Newly Incorporated Engineer

These awards reflect our commitment to celebrating excellence at every stage of an engineer's professional journey and join the long-standing Karen Burt Memorial Award, established in honour of Dr Karen Burt. This award recognises the most outstanding newly chartered woman engineer each year, highlighting not only technical excellence but also the importance of mentorship, advocacy, and leadership in engineering.

We also took a moment to celebrate our esteemed Patron, Professor Cyril Hilsum, father of the late Dr Karen Burt. His continued support of WES and his dedication to preserving Karen's legacy have been instrumental in ensuring that her vision for a more inclusive and supportive engineering profession lives on.

The evening concluded with a vibrant networking reception, offering attendees the opportunity to connect, collaborate, and celebrate the year's achievements together in what is becoming our signature relaxed and inclusive, but prestigious, setting.

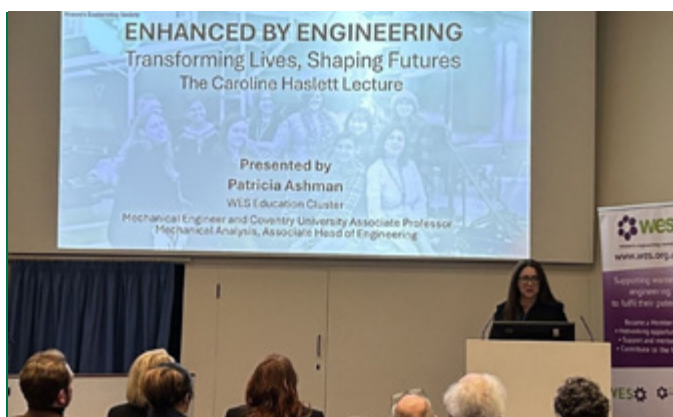
National Apprenticeship Week and Apprenticeship Day: Inspiring the Next Generation of Engineers:

For the first time for National Apprenticeship week in February 2025, we introduced a dedicated Apprenticeship page to showcase our partner apprenticeship schemes all in one place on our website. This complemented our online Apprenticeship Showcase, which hit a reach of over 10,000 students. WES continues to build its efforts to showcase opportunities in engineering through these much sought-after industry-leading apprenticeships, with a particular focus on increasing the number of applicants who are women.

Our 2025 WES Apprenticeship Day offered a dynamic and immersive experience for early-career engineers, hosted in partnership with Bombardier at their London site. Designed to celebrate and empower apprentices, the day combined technical insight, personal development, and peer connection in a format that was both engaging and impactful¹⁰.

This impactful event was organised and led by the WES Apprenticeship Board, under the leadership of Saffir Bashir, whose vision and coordination were instrumental in delivering a day that truly resonated with and empowered the next generation of engineers.

With women still representing fewer than 10% of engineering apprentices in the UK, events like this are vital in building visibility, confidence, and community among aspiring engineers. Apprenticeship Day continues to be a key part of WES's mission to support and retain diverse talent in engineering from the very start of their careers.



⁹ Dynamic workshop - STEMazing,
Securing a graduate job in six months - Vince Pizzoni (University of Nottingham),
Personal reflection on workplace inclusion - Jennifer MacDonald (Royal Academy of Engineering).

¹⁰ Welcome - London City Chapter
Behind-the-scenes tour of the Bombardier site
One-on-one conversations with industry guests
Interactive session - glider-building challenge
Panel discussion - realities and opportunities of apprenticeship pathways
Networking - allowing attendees to consolidate connections and reflect on their next steps.

Our Awards

Celebrating Excellence: The Spectrum of WES Awards

In 2024–2025, the Women's Engineering Society continued its proud tradition of recognising and celebrating the achievements of individuals who are advancing excellence across engineering. Our awards programme plays a vital role in our mission to raise the visibility of women in engineering, championing allyship, and inspiring future generations.

Unlike many industry awards, WES awards are intentionally designed to be fully inclusive. They are not sponsored, and there are no financial barriers to entry or attendance. This ensures that nominations are judged solely on merit, not access or affiliation which reflects our foundational commitments to equity, accessibility, and integrity. We are deeply grateful to our partners, whose ongoing support enables us to uphold this principle and continue offering these awards without compromise.

In 2024–2025, we celebrated excellence through the following awards:

- **Top 50 Women in Engineering (WE50)¹¹**: Our flagship campaign, spotlighting outstanding women engineers across the UK and beyond, and amplifying their stories to inspire others.
- **Professional Registration Awards¹²**: Celebrating newly registered women engineers across all levels, while encouraging more women to pursue and take pride in achieving professional registration. These prestigious awards are nominated exclusively by our Professional Engineering Institution partners, underscoring their significance within the engineering community. We are deeply grateful for their continued support and collaboration.

This year, we were proud to launch two new awards:

- **Best Newly Registered Engineering Technician**
- **Best Newly Incorporated Engineer**

These additions reflect our commitment to recognising excellence at every stage of the professional journey and to championing the value of professional registration across all pathways. They now stand alongside the esteemed Karen Burt Memorial Award - our long-standing and highly respected honour presented to the Best Newly Chartered Woman Engineer. Established in memory of Dr Karen Burt, this award not only celebrates technical excellence but also honours the legacy of a passionate advocate for gender equity in engineering.

- **Amy Johnson Award¹³**: Honouring an individual outside the engineering profession who has made a remarkable contribution to advancing diversity in engineering and applied sciences.
- **Men as Allies Award¹⁴**: Celebrating male professionals who have demonstrated exceptional allyship and taken meaningful action to support gender equity in their workplaces and sectors.

Together, these awards not only celebrate individual achievement but also serve as a powerful tool for cultural change - highlighting role models, challenging stereotypes, and reinforcing the message that engineering is for everyone.

Our Podcast

Chit-Chats Podcast: Supporting early career engineers:

In 2024–2025, the WES Early Careers Board continued to grow the Chit-Chats podcast: an initiative designed to support and connect early career engineers. Through candid conversations, the podcast explores the challenges and opportunities faced by women and gender minorities entering the profession, offering practical insights, peer support, and encouragement.

Available on Spotify and YouTube, Chit-Chats reinforces WES's commitment to inclusion, community-building, and supporting engineers at every stage of their professional journey.

Our Campaigns

International Women in Engineering Day 2024: Global reach, lasting impact:

In 2024, the Women's Engineering Society once again led the global celebration of International Women in Engineering Day (INWED) on 23 June - our annual campaign that continues to grow in scale, influence, and impact.

This year's campaign achieved unprecedented reach, with:

- 1.1 billion social media impressions for #InternationalWomenInEngineeringDay
- 124.5 million additional impressions for #INWED24
- Global participation from individuals, universities, employers, and professional bodies across more than 100 countries

These figures reflect not only the scale of engagement but also the strength of the message: that women belong in engineering, and their contributions are vital to innovation, sustainability, and societal progress.

The 2024 theme, Enhanced by Engineering, celebrated the ways in which engineering improves lives and highlighted the diverse roles women play in shaping our world. From digital campaigns and school outreach to panel discussions and award announcements, INWED served as a powerful platform for visibility, inspiration, and advocacy.

As part of our INWED 2024 celebrations, WES proudly marked the 10-year anniversary of International Women in Engineering Day with an evening drinks reception, a fireside chat with Professor Dawn Bonfield (founder of INWED and past WES President) reflecting on a decade of progress and impact and our annual WE50 Afternoon Tea, celebrating the 2024 Top 50 Women in Engineering. This uplifting event brought together honourees, partners, and supporters to recognise the achievements of exceptional women engineers and to inspire continued progress across the sector.

The impact of INWED 2024 extended far beyond the day itself. Thousands of young people were introduced to engineering role models through school events, media coverage, and online storytelling, sparking inspiration and curiosity about engineering careers. The campaign amplified the voices of women engineers at all career stages, challenging outdated stereotypes and broadening public perceptions of the profession. Employers and institutions across the sector actively engaged with the campaign, using it as a platform to showcase their own diversity and inclusion initiatives. As a result, INWED continues to generate momentum, catalysing year-round conversations and actions that advance gender equity in engineering. We are deeply grateful to our partners, members, and sponsors¹⁵ who make INWED possible. Together, we are not only celebrating women in engineering, but we are also shaping a more inclusive and innovative future for the profession.

¹¹ **List of WE50 2024 winners:** [WE50 2024 – Enhanced By Engineering - Women's Engineering Society](#)

¹² **2024 winners:** Kerry Evans, Chartered Highways & Transportation; Lucy Davies, Royal Aeronautical Society; Isobel Howe, Institution of Mechanical Engineers

¹³ **2024 winner:** Laura Hughes, Amazon RME

¹⁴ **2024 winner:** Vince Pizzoni, Professor at Nottingham University

¹⁵ **INWED Sponsors 2024:** Boeing, GCHQ, Institute of Refrigeration, McLaren Racing, AMG Petronas Formula One team, Network Rail, Opito, Royal Air Force, Stanley Black and Decker.

Inspiring young minds: The 2024 WES Lottie Tour:

In 2024, the WES Lottie Tour once again brought engineering to life for young audiences through a creative and inclusive campaign led by the WES Early Careers Board. Lottie dolls travelled with engineers across the UK and internationally - including to the USA, Malawi, and Antarctica - showcasing the breadth of engineering careers. The tour featured engaging social media storytelling, classroom outreach, and the popular online Lottie Scavenger Hunt, which encouraged users to explore engineering content across the WES website. Timed to coincide with Tomorrow's Engineers Week¹⁶, the campaign continues to be a fun and impactful way to spark early interest in STEM.



Our Heritage

WES Heritage continues to make significant strides in preserving and promoting the rich history of women in engineering and we've strengthened our commitment to integrating WES's history into all aspects of our work.

Celebrating the EAW Centenary: Honouring a legacy, inspiring the future:

In 2024–2025, WES proudly marked the centenary of the Electrical Association for Women (EAW) through its active role in the Electric Dreams project, supported by the Royal Academy of Engineering. This national initiative celebrates women's contributions to electrical innovation and public engagement, with WES's Heritage Manager, Helen Close, leading the delivery of the Watts in a Home programme. The project brought engineering history to life at five major UK venues, including Technquest, The National Museum of Computing, Glasgow Science Centre, The Discovery Museum, and ThinkTank Birmingham.

The centenary was also celebrated at the WES Annual Conference and the Caroline Haslett Lecture, where the legacy of Caroline Haslett and the EAW was honoured.

Public engagement through heritage and history:

As part of the Heritage Open Days Festival, WES hosted a series of public talks across the UK and online, exploring the history of women in electrical engineering. This included a series of engaging talks that concentrated on the Electrical Association for Women and other aspects of electrical history¹⁷.

¹⁶ [Tomorrow's Engineers Week - Tomorrow's Engineers Week](#)

¹⁷ Fiona Glead on "Electrical Networks Then and Now" at Bristol Central Library. Dr. Patricia Fara on "Hertha Ayrton" at The Whipple Museum, Cambridge. Prof. Graeme Gooday and Dr. Katie Carpenter on the "Electrical Association for Women in the North" at Pontefract Civic Society Town Hall. Sarah Yates on "The Modern Home in the 1930s/All Electric House" at Swindon Library. In addition to in-person events, WES also presented a series of insightful lunchtime online talks: Anne Locker on Caroline Haslett and Margaret Partridge. Dr. Nina Baker and Dr. Eleanor Peters on the EAW in Scotland.

Additional heritage highlights included:

- The unveiling of a commemorative plaque for Verena Holmes at her birthplace in Highworth
- A recorded fireside chat with Professor Dawn Bonfield (founder of INWED) to mark the 10th anniversary of INWED
- A collaborative Wikithon with the IET and Imperial College London, expanding representation of women in STEM on Wikipedia
- Ongoing leadership in the EAW Centenary Electric Dreams Festival Steering Group, alongside WES Fellows, the IET, and the University of Leeds

These activities reflect WES's continued commitment to preserving the legacy of pioneering women in engineering and using that history to inspire future generations. We look forward to continuing to build upon these achievements in the coming year, further solidifying WES's role as a leading advocate for women in engineering and a custodian of their remarkable history.

Our professional development opportunities

Connecting talent with opportunity:

The WES Job Board continues to serve as a strategic platform linking employers with the UK's largest network of women in engineering. Designed to support both our members and 26 partners, the platform aims to address critical skills gaps by connecting talented women with impactful roles across the sector. In the year ahead, we will review and enhance the service to strengthen its role in advancing gender equity and supporting national priorities such as innovation, sustainability, and healthcare.

Expanding access through work shadowing:

Launched successfully last year, the WES London Cluster's¹⁸ work shadowing matching service continued to offer valuable opportunities for girls aged 16+ and women students with no prior engineering experience. Hosted via LinkedIn, the initiative connects participants with companies offering short-term virtual or in-person placements, helping to broaden access to engineering careers. Following its positive reception, the programme will continue under the guidance of the new London Cluster lead.

The Value of Volunteering with WES: Leadership, growth, and lasting impact:

Volunteering with the Women's Engineering Society offers a unique opportunity to lead, influence, and grow both personally and professionally. Whether supporting our regional Clusters, serving on Shadow Boards, organising events, or contributing to Directors' Committees, WES volunteers play a vital role in shaping the future of engineering.

Our volunteers are at the heart of our mission. They lead local and national initiatives, build inclusive communities, and drive forward programmes that support women at every stage of their engineering journey. In return, they gain invaluable experience in leadership, governance, event delivery, and strategic planning: skills that enhance their professional development and career progression. Our volunteers have gone on to use skills developed in these voluntary roles to secure new and exciting roles and promotions in their professional lives.

Volunteering with WES also offers the chance to expand networks across sectors, collaborate with like-minded professionals, and contribute to meaningful change. The impact is twofold: volunteers grow as leaders and advocates, while the wider WES community benefits from their energy, insight, and commitment.

On behalf of the Society, we extend our heartfelt thanks to all our volunteers for their time and dedication. Your contributions are the foundation of our success and the driving force behind our continued impact.

¹⁸ Led in 2024 by volunteer Joyce Daser-Adams

Our communities

Strengthening regional impact: Cluster support and local engagement:

WES Clusters¹⁹ continue to be a powerful force for connection and professional development across the UK. With particularly strong engagement from our Clusters in London, Tees & Tyneside, Wales, and Hants & Dorset (South Coast), we recognise the value these volunteer-led communities bring, not only to our members, but to the wider engineering ecosystem.

To extend this success more evenly across the UK, we launched the Cluster Support Improvement Plan in 2024–2025. Developed in response to member feedback, the plan focuses on strengthening central support to enable all regions to thrive. This work is grounded in the understanding that women are often more geographically tied than their male counterparts, and therefore more likely to seek opportunities within their local area. By supporting vibrant regional activity, we can help ensure that engineering careers are visible, accessible, and relevant, wherever our members live and work. This approach also allows WES to deliver national reach with local nuance, connecting local employers with the local talent they need, and tailoring events to reflect regional strengths and priorities.

As part of this strategy, we piloted a new regional event in Aberdeen, a key UK hub for engineering and energy. Held in February 2025, the event welcomed 60 attendees and featured speakers from across the engineering economy, reflecting our ambition to broaden the scope of opportunities we showcase. We were delighted to partner with OEUK, the Royal Academy of Engineering, and Barclays Eagle Labs, and to welcome participation from Robert Gordon University and the University of Aberdeen. Feedback was overwhelmingly positive, reinforcing the value of regionally focused engagement.

We look forward to building on this momentum to expand and improve our regional presence in order to deepen our local partnerships. We also look forward to continuing to support our established Clusters as they deliver impactful events and initiatives across the UK, and we extend our sincere thanks to the dedicated volunteers, especially those who have built strong foundations that enable us to grow and strengthen our regional presence.



Driving focused change: The impact of Special Interest Groups:

WES Special Interest Groups (SIGs) continue to play a vital role in deepening our expertise, shaping our advocacy, and expanding our reach across key thematic areas. The well-established Climate Emergency SIG²⁰ remains a leading voice in promoting sustainable engineering practices, while the recently re-established Education SIG²¹ is already making a strong impact by championing inclusive and future-focused approaches to engineering education. Our emerging Heritage SIG²² is helping to preserve and share the rich history of women in engineering, reinforcing the importance of legacy in shaping future progress. Together, these groups strengthen WES's influence and provide members with meaningful opportunities to contribute to sector-wide change.

We extend our heartfelt thanks to the Chairs and volunteers who lead and support these groups and are instrumental to their success.

The Woman Engineer: Showcasing voices, sharing impact:

Now in its refreshed format following the 2023 redesign, The Woman Engineer journal continues to serve as a vital platform for connection, insight, and inspiration across the WES community. Published quarterly, the journal highlights the achievements, challenges, and perspectives of women in engineering, while offering thought leadership on key issues shaping the sector.

In 2024–2025, the journal featured a diverse range of voices from early career engineers to industry leaders, and explored themes including sustainability, innovation, inclusive leadership, and global collaboration. It remains a trusted source of professional insight and a celebration of the contributions women make to engineering and technology.

Alongside our electronic newsletter, The Woman Engineer continues to strengthen the Society's communications, keeping members and subscribers informed, engaged, and connected to opportunities across the sector.



¹⁹ Berkshire • Bristol, Bath, Gloucs & Somerset • Cumbria and Lancashire • East Anglia (Norfolk, Suffolk & Cambs) • Essex • Heart of England • Herts, Beds & Bucks • Kent • London • Manchester • Merseyside & Wirral • Midlands • Northern Ireland • Nottinghamshire • Scotland • South Coast • Surrey & Sussex • Tees & Tyneside • Wales • Yorkshire

²⁰ Chaired by Paula McMahon

²¹ Chaired by Modupe Jimoh and Tuleen Boutaleb

²² Chaired by Susan McDonald

11. Financial Summary 24-25

Overview of Financial Performance

In 2024–25, WES maintained stable financial operations while investing in key strategic initiatives including events, awards, networking and mentoring for our members, and digital engagement through INWED. Total income reached £559,934, with expenditure of £696,024, resulting in a net movement in funds of -£124,588. Our funding remained rooted in membership, sponsorship, partnership income.

Income and Key Funding Sources:

- **Corporate partnerships and sponsorships:** Sustained partnerships with engineering firms and sector bodies supported campaign visibility and professional development programmes.
- **Membership income:** Steady growth in individual memberships contributed to unrestricted income.
- **Grant income:** Targeted grants supported outreach and equity-focused programming.

Expenditure Overview:

Key spend areas included:

- **Programme delivery** (staff costs, systems and tools including mentoring platform, webinars, INWED, The Woman Engineer Journal)
- **Governance and compliance**
- **Communications and stakeholder outreach** (Social media, The Woman Engineer Journal, other comms)
- **Events and Awards** (Conference, Caroline Haslett Lecture, WE50, Apprentice Showcase)

WES continued its commitment to sector impact, with all spend aligned to strategic objectives and charitable aims.

Exceptional Costs and Reserves Utilisation:

During 2024–25, WES faced significant exceptional costs stemming from unplanned strategic staffing transitions and associated professional services. These costs were non-recurring in nature and necessary to ensure organisational integrity and future sustainability.

In response, trustees authorised a controlled drawdown from the charity's long-term investment held in the COIF Charities Investment Fund. This decision was in line with our Reserves Policy, which permits use of unrestricted funds for exceptional circumstances that safeguard the charity's long-term interests.

Reserves Policy & Position:

WES holds reserves to safeguard financial sustainability, support programme continuity, and manage risk.

- Our Reserves Policy targets a minimum of equivalent to 3 months of core operating costs, which stood at £131,643.
- As of 31 March 2025, our unrestricted free reserves stood at £177,571, which aligns with the policy and Charity Commission guidance (CC19).
- Restricted reserves totalled £76,382, earmarked for ongoing funded projects.

In accordance with Charity Commission guidance (CC19) and SORP reporting standards, trustees affirm that reserve levels will be regularly reviewed to ensure the charity remains financially sound and compliant.

Cashflow & Liquidity:

Cashflow was monitored throughout the year, and while exceptional spend required drawdown from reserves, WES maintained liquidity to meet all obligations. Forward forecasts indicate no further extraordinary outlay, with normalised expenditure resuming in 2025–26.

Risk & Governance:

The Board undertook a governance review following this transitional period, strengthening oversight of financial decision-making, policies, and workforce resilience. WES remains committed to prudent risk management and operational transparency.

12. Structure, Governance and Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 24th December 1919 and registered as a charity on 27th February 1992. The company 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 (amended in 1970, 1991, 2006, 2014 and 2020).

In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of the Trustee Board

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Trustees. Under the requirements of the Memorandum and Articles of Association the Trustees are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. All Trustees give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are set out in the accounts.

Due to the focus of the charity's work the Trustees as a board seek to ensure that the views of all women at all stages of their career in engineering appropriately reflected through the diversity of the board and the sub-boards. The more traditional business skills are represented on the Trustee Board through co-option of members with a specific skill set, members of the Trustee Board having provided a list of their skills and capabilities.

Trustee Induction and Training

Trustees are in the majority, women working or teaching in engineering and are therefore familiar with the charity's work through their own (and their colleagues) lived experience. Trustees are required to familiarise themselves with a number of documents and training materials ahead of serving on the board:

- The obligations of board trustees
- The main documents which set out the operational framework for the charity including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives
- Charity Commission publications signposted through the Commission's guide "the Essential Trustee" as a follow up to these sessions

Risk Management

The Trustee Board has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Owing to the recent professionalisation of the Women's Engineering Society work continues to ensure that formally documented procedures and processes are in place to ensure compliance with policy by staff and (where appropriate) volunteers to ensure a consistent quality of delivery for all operational aspects of the charity. These procedures will be periodically reviewed to ensure that they continue to meet the needs of the charity.

Organisational Structure

The Women's Engineering Society has a Trustee Board of up to 12 members who, during 2024-25, met seven times as a board. They are responsible for the strategic direction and policy setting of the charity.

The Company Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Chief Executive along with her team of eight employees. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and for implementing an efficient and effective operating model including but not limited to ensuring that the employee team continue to develop their skills and ways of working in line with good practice.

Related Parties

In so far as it is complimentary to the charity's objects, the charity is guided by both local and national policy and seeks to work alongside and in collaboration with key industry actors. This will prove invaluable to the charity in establishing improved links within the industry and identifying relevant policy developments and prospective funding.

Responsibilities of the Board of Trustees

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year.

In preparing those financial statements, the Board of Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent,
- observe the methods and principles in the Charities Statement Of Recommended Practice, and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis

The Board of Trustees is accountable for ensuring that proper accounting records are maintained 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 1985. The responsibility for doing this is delegated to the Chief Executive and her team (which may include employees, contractors or third-party service providers under her management). The Board of Trustees is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Trustee Board

Members of the Trustee Board, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 3.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors HaysMac were appointed as the charitable company's auditors for 2024-25, replacing Moore Kingston Smith, to ensure impartiality and adherence to best practice.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Board of Trustees on 25/09/2025 and signed on its behalf by:



Dr Katherine Critchley (President)

13. Acknowledgements

Thanks to donors, partners, volunteers, members and staff, and the organisations and institutions who collaborate with us on our mission.

14. Contact information

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Phone: 01438 765506

Email: hello@wes.org.uk

Website: <https://www.wes.org.uk>

Women's Engineering Society
(A Company Limited By Guarantee)

Trustees' Report And Financial Statements
For The Year Ended 31 March 2025

Charity Number: 1008913 | Company Number: 00162096

15. Independent examiner's report for the year ended 31 March 2025

Independent Examiner's Report to the Trustees of Women's Engineering Society ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institution 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 Charity 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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

Dated:

Kathryn Burton

HaysMac LLP, 10 Queen Street Place, London, EC4R 1AG.

16. Statement of financial activities

(Incorporating income and expenditure account) for the year ended 31 march 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:						
Donations and legacies	2	148,297	29,863	-	178,160	76,483
Charitable activities	3	409,374	-	-	409,374	603,161
Other trading activities	4	1,692	-	-	1,692	589
Investments	5	9,811	-	-	9,811	8,779
Total income and endowments		569,174	29,863	-	599,037	689,012
Expenditure on:						
Raising funds	6	185,719	-	-	185,719	109,040
Charitable activities	7	518,786	-	-	518,786	435,456
Total expenditure		704,505	-	-	704,505	544,496
Net movement in funds		(135,331)	29,863	-	(105,468)	144,516
Reconciliation of funds:						
Total funds brought forward		396,006	11,945	34,574	442,525	298,009
Net movement in funds		(135,331)	29,863	-	(105,468)	144,516
Total funds carried forward		260,675	41,808	34,574	337,057	442,525

The Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 31 to 39 form part of these financial statements.

17. Balance sheet

As at 31 march 2025

	Note	£	£
Fixed assets			
Tangible assets	11	7,503	6,992
Current assets			
Debtors	12	174,138	233,164
Cash at bank and in hand		251,679	321,378
		<u>425,817</u>	<u>554,542</u>
Creditors: amounts falling due within one year	13	(96,263)	(119,009)
Net current assets		329,554	435,533
Total net assets		<u>337,057</u>	<u>442,525</u>
Charity funds			
Endowment funds	14	34,574	34,574
Restricted funds	14	41,808	11,945
Unrestricted funds	14	260,675	396,006
Total funds		<u>337,057</u>	<u>442,525</u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Dr Katherine Critchley

President Women's Engineering Society

Date: 25/09/2025

The notes on pages 31 to 39 form part of these financial statements.

18. Statement of cash flows

For the year ended 31 march 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities (see note 16)	(66,410)	41,285
Cash flows from investing activities		
Net movements in costs of tangible fixed assets	(3,289)	(3,991)
Net cash used in investing activities	(3,289)	(3,991)
Change in cash and cash equivalents in the year	(69,699)	37,294
Cash and cash equivalents at the beginning of the year	321,378	284,084
Cash and cash equivalents at the end of the year	251,679	321,378

The notes on pages 31 to 39 form part of these financial statements.



19. Notes to the financial statements

For the year ended 31 march 2025

1. Accounting policies

1.1. General information

The Women's Engineering Society is a Company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the Company information. The financial statements are presented in Sterling, and this is the functional currency of the Charity, and rounded to the nearest pound.

1.2. Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) – Accounting and Reporting by Charities (second edition – October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006, and the Charities Act 2011.

The charity is a public benefit entity and a company limited by guarantee. The financial statements have been prepared under the historical cost convention and on a going concern basis, as described in Note 1.3.

1.3. Going concern

The Board has prepared the financial statements on a going concern basis.

There is a material uncertainty relating to the charity's ability to maintain current levels of income from partners and members over the next 12 months.

The Board is actively monitoring this risk and has already implemented a number of steps such as the restructured partnership offering to support an increase income. In addition, the Board has identified contingency plans in place to reduce or defer costs and maintain cash reserves if income falls further.

1.4. Income

All income is included in the statement of financial activities when the charity is entitled to, and probable to receive, the income and the amount can be quantified with reasonable accuracy.

Conference and event income, partnership income, grants and large single donations have been treated as income in the year they have been earned or deferred to the accounting period in the year the service will be provided unless agreed by the donors.

1.5. Expenditure and allocation of support costs

Expenditure is recognised on an accruals basis when a liability is incurred. Irrecoverable VAT is included within the relevant expenditure category to which it relates.

Where expenditure can be directly attributed to specific activities, it is allocated accordingly. Support costs such as governance, finance, and administrative overheads that cannot be directly linked to a single activity are apportioned across charitable activities using a method consistent with the use of resources. This includes allocation based on staff time, usage metrics, or proportionate spend, ensuring a fair and transparent reflection of operational support across the charity's work.

Governance costs, board expenses, insurances, clinical supervision, HR support and audit fees incurred are reported to comply with constitutional or statutory requirements of the Charity.

1.6. Fund accounting

The charity maintains its accounting records using fund accounting as required by the Charities SORP (FRS 102). Incoming resources and related expenditure are classified into distinct funds according to their purpose and any restrictions imposed by donors or funders.

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the charity's general objectives. This includes designated funds set aside by the Trustees for specific purposes or future commitments.

Restricted funds represent income received that is subject to specific conditions or intended for particular projects, programmes, or activities. These funds are accounted for separately and used only in accordance with the donor's wishes or funding agreement. WES holds two restricted funds: The Karen Burt Fund and the Dianne Winfield Fund.

Endowment funds are held for long-term investment purposes, with either the capital or income restricted depending on the terms of the endowment. WES holds one endowment fund: The Lady Finneston Fund.

Transfers between funds are made only when permitted and appropriately authorised by the Trustees.

1.7 Fixed Assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

1.8 VAT

The Charity is registered for VAT. Irrecoverable VAT is included in the cost of the item to which it relates.

1.9 Leased Assets

Rental applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the income and expenditure account as incurred.

1.10 Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets such as trade and other debtors and short-term investments (notice period not exceeding 3 months) and financial liabilities such as trade and other creditors. Basic financial instruments are initially recognised at transaction value and then subsequently measured at their settlement value.

1.11 Judgements in applying accounting policies and key sources of estimation uncertainty

Due to the nature of the charitable company's activities and financial statements, the Trustees do not consider there to be any significant judgements or sources of estimation uncertainty which could influence the reader's understanding of the financial statements.

1.12 Pension costs

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	87,551	29,863	117,414	7,236
Membership	41,246	-	41,246	69,247
Grants	19,500	-	19,500	-
	<u>148,297</u>	<u>29,863</u>	<u>178,160</u>	<u>76,483</u>
Total 2024	<u>76,483</u>	<u>-</u>	<u>76,483</u>	

3. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Conference and event income	85,661	85,661	168,910
Partnership income	323,713	323,713	434,251
	<u>603,161</u>	<u>603,161</u>	
Total 2024	<u>603,161</u>	<u>603,161</u>	

4. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Sundry trading income	1,692	1,692	589
	<u>589</u>	<u>589</u>	
Total 2024	<u>589</u>	<u>589</u>	

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest received	9,811	9,811	8,779
	<u>8,779</u>	<u>8,779</u>	
Total 2024	<u>8,779</u>	<u>8,779</u>	

6. Expenditure on raising funds

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Membership related costs	36,715	36,715	22,092
General support costs	10,564	10,564	6,007
Employee costs	138,440	138,440	75,644
Travel costs	-	-	2,702
Finance costs	-	-	1,377
Governance costs	-	-	1,218
	<u>185,719</u>	<u>185,719</u>	<u>109,040</u>

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Total 2025 £	Total 2024 £
Event costs	131,382	131,382	55,049
Mentors set costs	9,078	9,078	6,605
Awards	2,750	2,750	1,000
General support costs	26,891	26,891	20,293
Employee costs	300,558	300,558	306,356
Travel costs	23,871	23,871	29,929
Finance costs	6,616	6,616	7,939
Independent examiners fees	14,862	14,862	8,285
Depreciation	2,778	2,778	-
	<u>518,786</u>	<u>518,786</u>	<u>435,456</u>
Total 2024	<u>435,456</u>	<u>435,456</u>	

8. Analysis of expenditure by activities

	Direct costs 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Event costs	131,382	-	131,382	55,049
Mentors set costs	9,078	-	9,078	6,605
Awards	2,750	-	2,750	1,000
General support costs	-	26,891	26,891	20,293
Employee costs	-	300,558	300,558	306,356
Travel costs	-	23,871	23,871	29,929
Finance costs	-	6,616	6,616	7,939
Independent examiners Fees	-	14,862	14,862	8,285
Depreciation	-	2,778	2,778	-
	<u>143,210</u>	<u>375,576</u>	<u>518,786</u>	<u>435,456</u>
Total 2024	<u>62,654</u>	<u>372,802</u>	<u>435,456</u>	

9. Staff Costs

	2025 £	2024 £
Wages and salaries	377,017	339,155
Social security costs	20,343	22,140
Pension costs	10,923	11,790
Other employee related costs	30,715	8,915
	<u>438,998</u>	<u>382,000</u>

During the year the Charity paid settlement payments totalling to £50,000 (2024: £Nil).
The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
CEO	1	1
Office Staff	7	8
	<u>8</u>	<u>9</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	-	1
In the band £90,001 - £100,000	1	-

During the year the Charity paid remuneration and benefits (including employer's national insurance contributions and employer's pension contributions), to its key management personnel, totalling to £145,244 (2024: £77,910).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL). During the year ended 31 March 2025, expenses totalling £1,701 were reimbursed or paid directly to 5 Trustees (2024 - £67 to 4 Trustees) for travel, subsistence and accommodation expenses, and membership body subscriptions..

11. Tangible fixed assets

	Electronic Equipment £
Cost	
At 1 April 2024	17,828
Additions	3,289
At 31 March 2025	<u>21,117</u>
Depreciation	
At 1 April 2024	10,836
Charge for the year	2,778
At 31 March 2025	<u>13,614</u>
Net book value	
At 31 March 2025	<u>7,503</u>
At 31 March 2024	<u>6,992</u>

12. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	143,052	169,994
Prepayments and accrued income	31,086	63,170
	<u>174,138</u>	<u>233,164</u>

13. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	3,651	9,971
Other taxation and social security	38,749	48,836
Accruals and deferred income	53,863	60,202
	<u>96,263</u>	<u>119,009</u>
	2025 £	2024 £
Deferred income at 1 April 2024	55,902	77,712
Resources deferred during the year	43,862	55,902
Amounts released from previous periods	(51,601)	(77,712)
	<u>48,163</u>	<u>55,902</u>

The deferred income at the Balance sheet date relates to deferred sponsorship and annual conference tickets income received in advance.

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
Unrestricted funds				
General Funds	396,006	569,174	(704,505)	260,675
	<u>396,006</u>	<u>569,174</u>	<u>(704,505)</u>	<u>260,675</u>
Endowment funds				
NBC - Lady Finnieston	34,574	-	-	34,574
	<u>34,574</u>	<u>-</u>	<u>-</u>	<u>34,574</u>
Restricted funds				
Karen Burt Memorial	11,945	-	-	11,945
Diane Winfield	-	29,863	-	29,863
	<u>11,945</u>	<u>29,863</u>	<u>-</u>	<u>41,808</u>
Total of funds	<u>442,525</u>	<u>599,037</u>	<u>(704,505)</u>	<u>337,057</u>

The source and purpose of each of the funds are as stated in the Trustees Report.

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
General Funds	250,490	689,012	(543,496)	396,006
Endowment funds				
NBC - Lady Finniston	34,574	-	-	34,574
Restricted funds				
Karen Burt Memorial	12,945	-	(1,000)	11,945
Total of funds	298,009	689,012	(544,496)	442,525

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £
Tangible fixed assets	7,503	-	-	7,503
Current assets	349,435	41,808	34,574	425,817
Creditors due within one year	(96,263)	-	-	(96,263)
Total	260,675	41,808	34,574	337,057

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total funds 2024 £
Tangible fixed assets	6,992	-	-	6,992
Current assets	508,023	11,945	34,574	554,542
Creditors due within one year	(119,009)	-	-	(119,009)
Total	396,006	11,945	34,574	442,525

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(105,468)	144,516
Adjustments for:		
Depreciation charges	2,778	3,246
Decrease/(increase) in debtors	59,026	(95,248)
Decrease in creditors	(22,746)	(11,229)
Net cash provided by/(used in) operating activities	(66,410)	41,285

17. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	251,679	321,378
Total cash and cash equivalents	251,679	321,378

18. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	321,378	(69,699)	251,679
	321,378	(69,699)	251,679

19. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £10,923 (2024: £11,790). £Nil was payable to the fund at the balance sheet date (2024: £Nil).

20. Related party transactions

The Charity has not entered into any related party transaction during the year (2024: none), nor are there any outstanding balances owing between related parties and the Charity at 31 March 2025 (2024: none).



WOMEN'S ENGINEERING SOCIETY

England & Wales - Charity number 1008913

Accounts



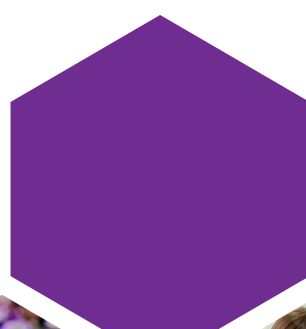
2023/24

ANNUAL REPORT

WWW.WES.ORG.UK

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1. Reference & Administrative Information

Legal and Administrative Information

The Women's Engineering Society is registered as a charity and is a company limited by guarantee governed by its Memorandum and Articles of Association.

Charity name	The Women's Engineering Society
Charity registration number	1008913
Company registration number	00162096
Registered office and operational address	Futures Place, Kings Way, Stevenage, Hertfordshire, SG1 2UA
Chief Executive Officer	Elizabeth Donnelly
Independent Examiners	Moore Kingston Smith LLP, 4 Victoria Square, St Albans, AL1 3TF
Bankers	Barclays Bank, 21 Hanover Square, London, W1S 1JW
Investment Fund Managers	CCLA Investment Management Limited, One Angel Lane, London, EC4R 3AB
Employment Solicitors	WorkNest Limited Woodhouse, Church Lane, Aldford, Chester, CH3 6JD



Our Trustees

The directors of the Charitable company (the Charity) are its trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the trustees. The trustees who served during the year were as follows:

Dame Dawn Childs DBE (President)	stepped down October 23
Dr Katherine Critchley (President)	elected October 19 (President October 23)
Paul Cliff	re-appointed October 23
Aniela Foster-Turner	appointed March 23
Professor Elena Gaura	term ended October 23
Sarah Haslam MBE	elected October 22
Chrisma Jain	elected October 20
Paula McMahon	elected October 23
Dr Tosha Nembhard	elected October 22
Professor Vincenzo Pizzoni	elected November 21
Susan Robson MBE	re-appointed October 23
Laura Shrieves	elected October 23
Mamta Singhal MBE	elected October 21
Emily Spearman	elected October 21



2. Introduction

In this annual report and financial summary, the Women's Engineering Society, colloquially known as WES, aims to provide, for all our stakeholders, a comprehensive overview of our activities, achievements, and financial performance over the past year. We aim to share with our volunteers, members and partners how funds have been used to impact our primary beneficiaries - women in engineering - and other actors and institutions in the engineering industry. We want to highlight the achievements of our team of employees and volunteers, inspire and encourage continued support from our community, and share our financial story to ensure accountability and build trust.

In this document, we also set out our ambitions for the upcoming year, demonstrating our commitment to continued growth and impact.

This report is a testament to our dedication to creating an engineering industry that reflects the diversity of the society it serves and our ongoing efforts to make a meaningful difference for women in engineering.



3. Message from the President



Dr Katherine Critchley
WES President

I am honoured to write my inaugural “message from the President” for our Annual Report and Accounts.

I would like to express my gratitude to my predecessor, Dame Dawn Childs DBE, who has been an inspiration to me and delivered much for WES. During her presidency, Dame Dawn was awarded the title of Dame Commander of the Order of the British Empire (DBE) for her outstanding contributions to professional and charitable achievements in engineering. Thanks to the Royal Academy of Engineering, we were able to host a fitting celebration last October and I am deeply thankful for the legacy she has left: thank you Dame Dawn.

I would also like to extend my gratitude to Professor Elena Gaura, who retired from the board this year, for her pioneering work in establishing the Education Cluster, which will continue to support women in engineering academia. Thanks also must go to all current board members and those welcomed onto the board in 2023: Paula McMahon and Laura Shrieves. I am confident that together we can continue our great work, enabling the society to grow and make a significant impact.

International Women in Engineering Day (INWED) continues to grow each year, and INWED23 was no different. We enjoyed yet another successful afternoon tea celebration for winners of our annual WE50 awards where yet again I was immensely impressed by the winning engineers, and by the success of the INWED campaign. The entrants for our awards continue to be amazing and inspiring, and our judging teams continued to devote the time and consideration the nominees deserve. I would like to sincerely thank entrants, judges and head judges alike for the effort and interest in making these so special for our engineering community.

Networking and continuous professional development opportunities are crucial to the success of our conferences and events. I would like to thank all the WES volunteers, partners, members and employees whose efforts make these events successful.

And finally, thanks to the very special volunteers who make up our boards, special interest groups and clusters: these groups make WES what it is and we are enormously grateful. I look forward to working with you all over the next year and seeing how we can create an engineering industry that reflects the diversity of the society it serves.

K L Critchley

Dr Katherine Critchley
WES President



4. About Us

At the Women's Engineering Society we are driven by our vision of an engineering industry that employs the diversity of the society it serves. Our mission: to support women in engineering to fulfil their potential and support the engineering industry to be more inclusive.

As a charity centred around equity, diversity and inclusion in engineering we pride ourselves on living the values set by our members: to be collaborative, empowered and inclusive. Every employee and volunteer at the Women's Engineering Society is a custodian of our history, and a contributor to our future.

The Women's Engineering Society is a UK-based professional learned society and networking body for women in engineering. Formed on 23 June 1919 after the First World War, in which many women had taken up roles in engineering to replace men involved in military service, it was the first professional body to be set up for women working in all areas of engineering. Having been a volunteer-run organisation for many years since, the Women's Engineering Society has recently transitioned to volunteer-led professional charitable company^[1], governed by the President and the Board of Directors of the Company who are also Trustees of the Charity.^[2]

The Annual Report and Accounts

The reference and administrative information, set out on page 3, forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association, the requirements of a Directors' Report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102 (second edition -October 2019). The Trustees have considered how the Society's activities contribute to the Society's Objects.

[1] limited by guarantee, as defined by the Companies Act 2006 and in the event of THE WOMEN'S ENGINEERING SOCIETY being wound up, Members are required to contribute an amount not exceeding £1.

[2] According to the Charity's Articles of Association (amended in 1970, 1991, 2006, 2014 and 2020)

5. Our Aims & Objectives

As set out in the Charitable Objects contained in the company's Memorandum of Association, the Women's Engineering Society's purposes are to:

- Promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering
- Advance the education of the public concerning the study and practice of engineering among women
- Relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants

The aims of the Women's Engineering Society fully reflect our Charitable Objects and are organised by three stakeholder-focussed priorities to:

- Support women in engineering at every stage of their career
- Support businesses and institutions to attract and retain women in engineering
- Shape the engineering debate in society, industry and government

The Strategy 2021-2024

After our trustees engaged extensively with the WES community in 2020-21, the Board created a clear Vision, Mission and Values for the charity, and set out three stakeholder aligned focus areas which continued to guide our main activities for the year in 22-23:

1. Our Members (Support women in engineering at every stage of their career):

Provision of network opportunities, products and services to support each stage of a career in the engineering industry, particularly (but not exclusively) addressing barriers that disproportionately affect women: skills and career development, raising personal profiles and access to networks

2. Our Partners (Support businesses and institutions to attract and retain women in engineering): Provision of networking opportunities, products and services that support our partners to create great places to work and study that attract and retain the quality and volume of engineering talent needed to enable them to be successful in their business and institutional objectives: skills and career development, raising institutional and corporate profiles and access to networks

3. Our Society (Shape the engineering debate in society, industry and government): Engagement in activities that shape the engineering gender diversity debate to advance the equity of women in engineering

Our values set the standard by which we deliver our work and relationships both in our central team and in our volunteer force. We believe that being empowered, collaborative and inclusive enables our employees and volunteers to be custodians of our past and contributors of our future.



6. Our Beneficiaries

Our Members

Our primary stakeholders and beneficiaries are our members, who represent a cross-section of the engineering disciplines and related roles in the engineering industry. To support our members in their careers, we work with engineering institutional actors and our ambition for the coming year is to collaborate more closely to deliver even greater impact on congruent goals to benefit women in the industry and the industry itself.

Membership Type	31st Mar 23	31st Mar 24	variance
Individual Members those self-funding, including Students and Apprentices	1,066	1,095	+2.7%
Sponsored Members those supported by a Partner	933	965	+3.4%
Fellows and Associate Fellows those who have shown meritorious achievements in engineering	81	85	+4.8%
Patrons and Honorary Members those who are invited to join WES due to their place in the engineering community and/or their contribution to engineering.	20	19	-5.1%

Figure 1: Year on Year Trend by Membership Type

Our Partners

Our Partners benefit from the impact of our products and services on individual employees enrolled as members, and organisationally through attracting and retaining the quality and volume of talent required to successfully fulfil their business or institutional objectives in the engineering industry. More broadly, through partnership with the Women’s Engineering Society, our Partners benefit from being part of a network of like-minded organisations who can engage as a collective to shape and influence the industry and government on issues that impact the attraction, development and growth of talent from diverse backgrounds creating mutually beneficial outcomes to the engineering skills and talent shortage that will hold us back from delivering our business and societal goals.

Our Partners come from across a variety of engineering-related sectors, from which a wealth of experiences and ideas can be gained to support the creation of an engineering industry in which women thrive.

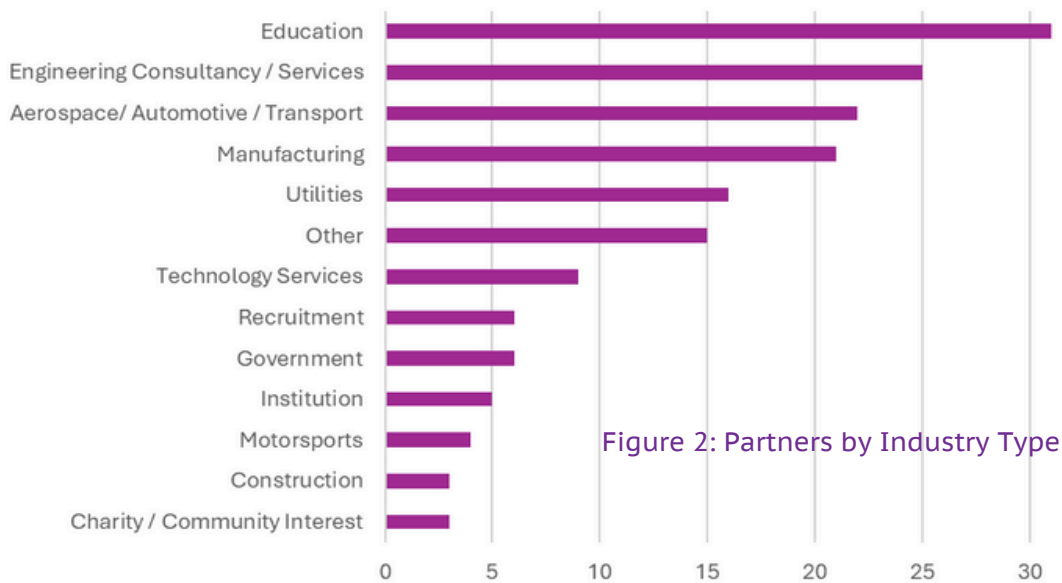


Figure 2: Partners by Industry Type

Over the last year we have seen an increase in company partners: companies who want to signal to talent that they value the diversity that women bring to their organisation and are serious about making their organisations great places to work for women. More than ever, our partners have supported our engagement events which set them out as leaders to industry and talent on understanding that business results are tied to attracting top talent that brings diversity of thought and resources industry growth.

Partnership Type	31st Mar 23	31st Mar 24	Variance
Company Partner	61	78	+40.0%
Education Partner	28	27	-3.5%
SME Partner	14	18	+28.6%
Not For Profit	11	13	18.2%
Company Plus Partner	6	8	20.0%
Event Partner	3	2	-33.0%
Start Up	2	4	100.0%
Bespoke Partner	1	4	300.0%
Recruitment Partner	2	1	-50.0%

Figure 3: Year on Year trend by Partnership Type

In some partner segments we have seen numbers fall. We will be working in the coming year to understand the needs and wants of our partners to ensure the Women’s Engineering Society continues to offer Partners the products, services and engagement they most value at a price that offers best value, for all partner segments.

We have been grateful to work in collaboration and with the support of others: our event sponsors, engineering institutions, and other actors in the engineering space.^[4]

We understand the power of building strong relationships with like-minded peers for the betterment of the engineering industry and the women who work within it, and it is our aspiration for 2024 to continue to lean into collaborative opportunities.^[5] Together we can go further.

[3] See specific sections of this document

[4] Including the Royal Academy of Engineering and Engineering UK, and other Professional Engineering Institutions to whom we are indebted

[5] Including the Institute for Apprenticeships and Technical Education, the National Association for Women in Construction, the Chartered Institute of Highways and Transportations (with our Tyne and Tees Cluster) the Menai Bridges Museum and Women in Rail (with our Wales Cluster)

7. Our charitable activities

The main areas of charitable activity are the provision of mentoring, networking opportunities, professional development opportunities, learning and development, professional profile raising, and campaigning for change.

Our Mentoring Platform

MentorSET has this year seen a 40.5% increase in participants (326 total participants), enabling our members to access valuable mentoring services from women engineers outside of their own employer. The provision of quality mentoring has been shown to support professional development and this year we have been indebted to Leonardo who have sponsored the MentorSET platform for a year, making it free for all our members.

“

The mentorship was transformative for my personal and professional development. My mentor's an absolute star for doing the work they do on this platform! I was confident with my skills and knowledge as an engineer but really needed support with business strategy and objective setting. My mentor was able to support me with this knowledge gap and I am so grateful for their support.”

”

Our Events and Awards

Our events and awards offer members and partners benefits and opportunities including, but not limited to, networking with women in engineering through which personal and professional networks can be built, new professional prospects can be researched or sourced, knowledge can be shared, and profiles raised. This is true for both Partners and Members alike.

In 2023 the Women's Engineering Society delivered four flagship events from the central team and supported by volunteers: the [Annual Conference](#), the [Apprentice Showcase](#), the [Student Conference](#), and the [Caroline Haslett Lecture](#)

National Apprentices Week

In National Apprentices week (February 2024) we welcomed 316 schools and colleges to our online Apprentices Showcase (potential reach of over 10,000 students). Current and past apprentices from our sponsors BAE Systems and JLR were showcased alongside the apprenticeship programmes themselves, giving attendees insight into opportunities in engineering through these much sought-after industry-leading apprenticeships.

Annual Conference

Our Annual Conference 2023 was held over two days at Birmingham's Millennium Point with over 200 attendees. We are grateful to our keynote speakers Alison Baptiste CBE ("Systems Thinking and its application on the Thames Tideway Tunnel project") and Dr. Emma Taylor, Visiting Professor in Digital Safety and Security at Cranfield University ("A safety and security toolbox for the future"), aligned to the 2023-2024 theme of "safety and Security". The remaining programme of events including sessions on cyber, planetary and legal security, and the importance of ethical engineering in the aerospace industry. We are grateful to the headline sponsors Jaguar Land Rover, McLaren Racing and Mercedes AMG High Performance Powertrains without whose support this event would not have been possible.

Student Conference

122 attendees from across the country's best engineering universities made their way to Leeds for our 15th Annual Student Conference. Focussing on the careers and networking - topics prioritised by our Student Group Board – sessions included presentation skills, CV writing, and continuous professional development and were superbly supported by The Royal Engineers and the Institute of Concrete Technology.

Feedback from the day was that the students really valued the networking opportunity to build valuable contacts for their future careers and gain access to forward-thinking and inclusive prospective employers including the headline sponsors AWE, Jaguar Land Rover, and Mercedes AMG High Performance Powertrains, to whom we are very grateful.

Regional Clusters

Our regional clusters led fantastic teams of volunteers in 20 regions in the UK ^[7] to deliver regionally aligned social and professional events that met the needs of their local communities. The Tyne and Tees Cluster continued to support the very active **Durham University** team with bi-weekly events throughout the academic year, which included sessions across engineering disciplines, backgrounds and career stages, as well as hands on career workshops, mindfulness and a therapy dog session. The Tyne and Tees Cluster members also provided invaluable support to the **Durham University Empowering Engineers Symposium**. The Hants and Dorset (South Coast) Cluster delivered a programme of “**Meet the Cluster**” events focussed on the diverse engineering in their area with support from **RNLI, Hoare Lea, Caterpillar Marine Power, University of Portsmouth’s CCIXR, Yunex Traffic and Motion Control Products Ltd**, with some great networking and best practice sharing opportunities with organisations developing women in engineering.

Our thanks to our very talented and committed Cluster Leads across the UK, to whom we are grateful and indebted.



[7] Active clusters are operating in: Berkshire, Bristol, Bath, Gloucs & Somerset, Cumbria and Lancashire, East Anglia (Norfolk, Suffolk & Cambs), Essex, Heart of England, Herts, Beds & Bucks, Kent, London, Manchester, Merseyside & Wirral, Midlands, Northern Ireland, Nottinghamshire, Scotland, South Coast, Surrey & Sussex, Tees & Tyneside, Wales, Yorkshire

Awards

In 2023-2024 the Women's Engineering Society continued to externally celebrate and raise the profiles of exceptional women in engineering through our annual awards: **Women in Engineering top 50 engineers**⁸(WE50), the **Karen Burt Memorial Award** to encourage more women to aim for and celebrate the achievement of Chartered Engineer status and the **Amy Johnson Award** to honour an individual not currently working in engineering or the applied sciences who has made a truly remarkable achievement in furthering diversity in these field. To raise the profile of men providing exceptional allyship in engineering, we again celebrated with our **Men as Allies Award** to honour a male engineer, or professional male working within the engineering, technical and applied sciences sectors, who has gone above the call of duty to support his female colleagues and address gender imbalance.

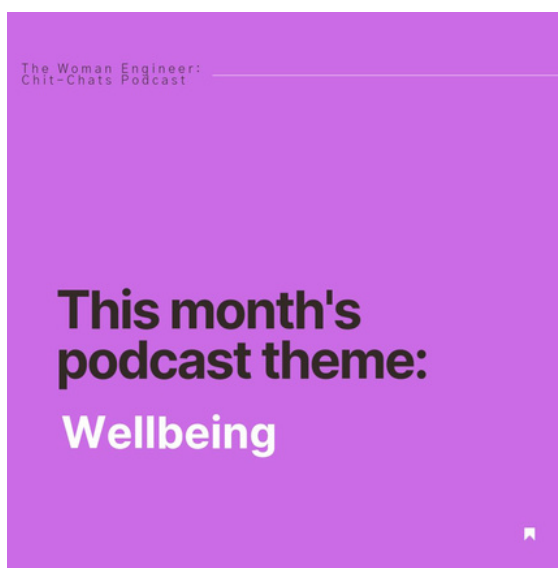
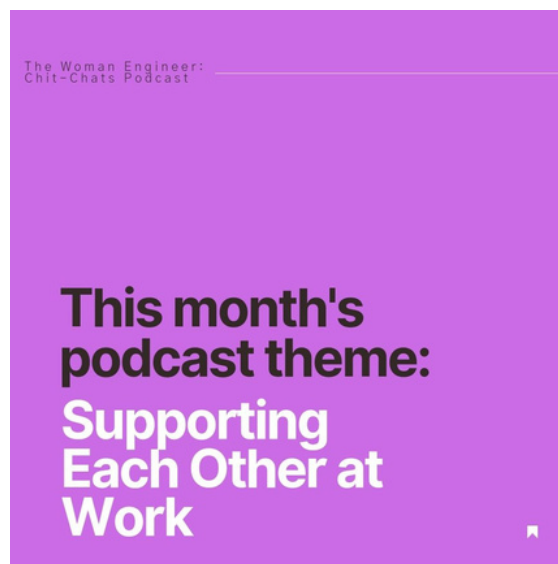


In 2024-2025 the Women's Engineering Society will launch two new awards: Newly Registered Technician and Newly Incorporated Engineer – to reflect our commitment to all stages of women's professional registration journey.

[8] WE50 2023 winners: Chisom Akujobi, Mary Allan, Caroline B, Sarah Bailey, Niamh Barker, Beth Barnes, Sholeh Behzadpour-Shaw, Marzia Bolpagni, Suzanna Caccavone, Patrizia Carpentieri, Kelly Cary, Clara Cheung, Sarah Clark, Natasha Dunkinson, Jennifer Edwards, Verena Fernandes, Nicolette Formosa, Mariella Gallo, Charlotte Goodwill, Ana Gorgyan, Sally Hall, Amina Hamoud, Laura Hoang, Lauren Jenkins, Svetlana Joao, Emma Johnsén, Laura Joryeff, Eleni Kastrisiou, Susan Khan, Holli Kimble, Eluned Lewis, Salmabanu Luhar, Jennifer Maher, Elena Martin Fernandez, Giulia Marzetti, Jenny McLaughlin, Krishna Mistry, Faith Natukunda, Titilola Oliyide, Stacey Peel, Claire Price, Caroline Roche, Anne Seldon, Nikita Shetti, Nicola Symonds, Joanne Turner, Shiyao Wang, Roshni Wijesekera, Louise Wood, Catherine Wood

Our Webinars, Lectures and Podcasts

Our amazing Early Careers Board volunteers continued to deliver their wonderful podcast “**The Women Engineer: Chit-Chats**” [9] aimed at supporting women in the early stages of their professional careers. A beautifully structured topic set across 2023 included: Supporting each other, Imposter Syndrome, Career planning, Applying for Jobs and Wellbeing which, although selected for their pertinence to our members specifically at the early stages of their careers in engineering, were enjoyed by a much wider audience still.



[9] <https://open.spotify.com/show/4sSSoeEFyYAML5hByrFokh?si=98be42d33c794661>

Our Campaigns

International Women In Engineering Day (INWED) continues to build momentum in its objective to raise awareness of the barriers to women in engineering and to celebrate the successes of signs of progress to gaining gender equity in engineering. Our speakers Dr Gillian Youngs and Eno Essien delivered engaging and informative talks to over 600 live online attendees on the Women's Engineering Society 2023 theme of "Safety and Security".

2023 Campaign Statistics

- Reach: Over 782 million
- Social Media Growth: INWED social media accounts gained over 1,400 new followers and had more than 389,000 impressions
- Trending Topic: #INWED23 was the number one trending topic on Twitter in the United Kingdom on 23rd June
- Top Tweets From: RNLI, UK Space Agency, Met Office, Royal Navy, Huawei, Williams Racing, GCHQ, Royal Academy of Engineering, Network Rail, RAF, Jessica Ashley (Miss England), Mercedes AMG Petronas F1 Team, McLaren Racing, Iberdrola Renewables, The IET, Professor Dame Angela McLean, Royal Aeronautical Society, Jaguar Land Rover, Jaguar Racing, Dyson, UK Home Office, British Science Association, Qatar Airways, Vice President of Economic Affairs and Digital Transformation Government of Spain
- Top Tweet Languages: English, Arabic, Turkish, and Spanish
- Events: Over 50 events registered on the INWED website
- Engagement: 2,500 individuals made inquiries and downloaded resources from the INWED website
- Media Coverage: 'International Women in Engineering Day' was reported in over 200 news stories across global media

The Women's Engineering Society is, as always, exceptionally grateful to our INWED sponsors who continue to show their commitment to finding and supporting the best talent through equity, diversity and inclusion to industry, their shareholders and their employees (current and prospective).

Lottie Tour

Our Early Careers Board continued to run their campaign to raise the visibility of the diversity of careers in engineering and role model women in engineering to primary school age children through their Lottie Tour. This gained excellent traction during Engineering UK's "Tomorrow's Engineers Week"^[10] with over 32,000 impressions on LinkedIn and a reach of 433k. With a now plentiful stock of Lottie artefacts, our ambition for 2024 is to ensure that we leverage these in new ways and with greater reach whilst continuing the traditional Tour social media presence. The Lottie Tour sponsors in 2023 were **Frazer Nash**, **Fugro** and **Safran**, to whom we are very grateful.

Other Campaigns

Two additional campaigns were in their infancy in 2023: the **PPE project** (to address the issue of availability of PPE designed for women) and the **Accreditation scheme** (to support partners in demonstrating their commitment and maturity in offering an inclusive place to work and study for women in engineering). Both have thus far made slow starts and will be reviewed in our strategy in the coming year to accelerate or pivot their delivery.

Led by our Heritage Manager, the Women's Engineering Society was also successful in securing Ingenious funding from the **Royal Academy of Engineering** for the "**Watts in a Home**" project, which both seeks to celebrate the centenary of the **Electrical Association of Women** and raise the profile of women in engineering through a series of creative workshops. This campaign will be delivered in 2024-2025 by our Heritage Manager in collaboration with external parties and volunteers, to whom we are very grateful.



[10] www.tomorrowsengineers.org.uk/

Our Professional Development Opportunities

The Women's Engineering Society continues to host a job board, the aim of which is to connect hiring companies and institutions to the UK's largest network of women in engineering, and to connect ambitious and talented women to new roles. In 2023, our job board has seen a small downturn in the number of roles advertised with 534 roles posted against the 562 the previous year. It is our aim this coming year to review the offering in order to improve our platform for talent and role matching.

At the Women's Engineering Society, we understand that there is a significant skills issue for key engineering or engineering-supporting roles pivotal to the achievement of companies' business objectives and in turn, key societal goals such as healthcare and the climate emergency and it is our ambition to contribute to addressing this.

Although the Women's Engineering Society is now run centrally by a professional operations team, much of our activity is governed and delivered by volunteers, for which the Society is enormously thankful.

These volunteering opportunities not only offer purpose to those taking them up, but with volunteer roles on committees and boards, clusters and special interest groups, our active volunteers also gain on-the-job experience in leadership and project management capabilities that may not be currently available to them in their professional roles. Many of our active volunteers have used their experience at the Women's Engineering Society in professional interviews to secure new and promotional roles. In the coming year, our ambition is to improve the way we advertise our voluntary roles and support the delivery of them in a more structured and rewarding way for our amazing volunteers.

Our London Cluster, led by volunteer Laura Luckhurst, launched their Work Shadowing matching service on LinkedIn. The service matched girls (16+) and women students with no previous engineering work experience with companies offering virtual or in-person work shadowing for 1-5 days. This initiative set up placements for girls and women in the London area and will be run again under the new London Cluster lead, Joyce Daser-Adams.

Our Community

Our members continue to be kept informed and in touch through both an **electronic newsletter** and our journal “**The Woman Engineer**”, which underwent a revamp in 2023 to ensure it remained current and engaging. Both channels continue to offer a connection across our network for opportunities, information and interest relating to the engineering industry, with a focus on the impact on/effect of women.

In 2023 the Women’s Engineering Society began a much-needed overhaul of our website ^[11] – the gateway for current members and partners and the Society’s shop window. We have continued development plans for 2024-25 to ensure that we can deliver a user-friendly, up-to-date portal that meets the needs of our charity’s stakeholders.

Our amazing locally-lead and run clusters again provided support to women in engineering in their regions, enabling them to feel supported, heard and inspired to continue with their great work. Our Tyne and Tees Cluster delivered and supported a wide range of engagement and learning opportunities related to wellbeing, lifelong learning and networking, and continued to celebrate the achievements of women engineers in the Tyne and Tees region past and present.

Both centrally at the Women’s Engineering Society and the fantastic work of our Cluster teams, we have continued to deliver content with inclusion in mind: holding hybrid events, making recordings of live events available to ensure activities are accessible to as many people as possible.

Our flagship conferences and events provide in-person professional networking opportunities, but our members have fed back that social activities championed in the clusters would be welcomed at the central level too – with opportunities to socialise with peers at the Women’s Engineering Society. In the coming year, we will look to provide more opportunities to both thank and celebrate our volunteers with social gatherings.

[11] Women's Engineering Society (wes.org.uk)

8. Financial Summary

Total income for the year increased by 34.7% to £689,012 (2023: £511,549), and total expenditure rose by 12.8% to £544,496 (2023: £482,881), resulting in a net surplus of £144,516.

Income increased based on an increase in partnerships and sponsorships indicating that the Women's Engineering Society continues to be sought out by organisations seeking to support women in engineering by creating inclusive spaces to work and learn. Expenditure increased slightly, reflecting an increase in remuneration for the staff team and increased expenses associated with in-person events to support our partners and members in order to grow our network and fulfil our charitable objects.

At the end of 2023, the Chief Executive and Partner team implemented revised Partnership commercials to reflect the operating costs of these more closely, whilst still providing value to our Partners.



Principal Funding Sources

Our largest source of funding is from Partnerships (63.0%) and the Women's Engineering Society is hugely grateful to our amazing community of Partners who show their commitment to gender diversity in engineering through their support. Specific events are generously sponsored by organisations (24.5%) and this means we can provide the type of content and settings for our members to gain the most benefit from the network at in-person events. Individual members who do not get membership through an employer partnership account for 10% of our funding. The remainder of our funding comes from donations, sundry trading income, and bank interest, respectively at 1.1%, 0.1%, and 1.3%.

We cannot do what we do without the amazing generosity of our Partners, Members, Sponsors and Donors. In particular, the Women's Engineering Society would like to thank the very generous sponsorship by the following Partners:

- **Amazon** (International Women in Engineering Day Campaign)
- **AWE** (Student Conference)
- **BAE Systems** (Apprentice Showcase)
- **Ball Corporation** (International Women in Engineering Day Campaign)
- **Boeing** (International Women in Engineering Day Campaign)
- **Cranfield University** (International Women in Engineering Day Campaign)
- **Cytiva** (International Women in Engineering Day Campaign)
- **Frazer Nash** (Lottie Tour)
- **Fugro** (Lottie Tour)
- **GCHQ** (International Women in Engineering Day Campaign)
- **Institute of Refrigeration** (International Women in Engineering Day Campaign)
- **Jaguar Land Rover** (Annual Conference, Student Conference, Apprentice Showcase)
- **McLaren Racing** (Annual Conference, International Women in Engineering Day Campaign)
- **Mercedes AMG High Performance Powertrains** (Annual Conference, Student Conference, International Women in Engineering Day Campaign)
- **ONYX** (International Women in Engineering Day Campaign)
- **OPITO** (International Women in Engineering Day Campaign)
- **Ricardo** (**MentorSET mentoring platform was made available to all our members free of charge**)
- **Royal Academy of Engineering** (International Women in Engineering Day Campaign)
- **Safran** (Lottie Tour)
- **Spectris** (International Women in Engineering Day Campaign)
- **The Sterling Choice** (International Women in Engineering Day Campaign)

Income source	22-23	23-24	% income	Variance
Partners	£344,070	£434,251	63.0%	+26.2%
Events	£107,124	£168,910	24.5%	+57.7%
Donations	£8,764	£7,236	1.1%	-17.4%
Members	£42,085	£69,247	10.0%	+64.5%
Projects	£6,500	-	-	-100%
Other	£3,006	£9,368	1.4%	+211.6%
TOTAL	£511,549	£689,012	100%	

Figure 5: Income sources

Investment Policy

Aside from retaining a prudent amount in reserves each year the charity also has funds for long term investment including reserves, the Lady Finniston Endowment Fund, and the Karen Burt Restricted Fund, which are currently invested in the CCLA's Charity Official Investment Fund (COIF). This offers an acceptable level of security for the capital invested and the return reflects the recent increases in current interest rates, averaging 5.07% over the year, compared with an annual average of 2.05% in the previous year. The average Fund yield for the latest quarter was 1.28% p.a. and is expected to continue increasing in line with anticipated Bank of England base rate increases.

In the coming year, the Women's Engineering Society aims to review investment in projects that deliver significant impact for our beneficiaries.

Reserves Policy

The Women's Engineering Society holds reserves that are freely available to fund its general operations income or allow them to take advantage of new opportunities that are not subject to commitments, planned expenditure or other restrictions. Consequently, reserves do not include endowment funds, restricted funds and designated funds.

The Women's Engineering Society policy is to maintain a minimum level of three months' operating income as reserves with contingency of 10% to cover unforeseen expenditure such as prolonged staff absence or persistent vacancies, which equates to £204,430 (£185,845 operating costs plus 10%), leaving reserves of £238,095 over committed activity, restricted funds and cost of closure.

The reserves are needed to meet the working capital requirements of the charity, and the Finance and Audit Committee are confident that with a current level of restricted (£47,519) and unrestricted (£300,529) reserves of £348,048 they would be able to continue the current activities of the charity in the event of a significant drop in funding.

Any further monies above this level will be considered in the coming year for use in delivering greater impact to the Women's Engineering Society's beneficiaries.

Restricted Fund

The Society maintains a restricted fund in the form of the Karen Burt Memorial Award Prize which was received for the purposes of awarding a monetary prize for the best newly chartered female engineer. The monetary prize is made from fund interest and further donations.

Endowment fund

The Society maintains an endowment fund in the form of the NEC Lady Finniston Fund Hardship Grants which are awarded to electronic engineering students starting first degree or equivalent courses who have needs over or above the norm. Awards are made from the fund interest. Following a decade of low interest rates, no grant awards have been made from this fund for some years, but it is our ambition in the coming year to review how best to allocate funds to the intended beneficiaries.

Gifts in kind

The Institution for Engineering and Technology (IET) continues to provide storage space and house the Women's Engineering Society archive (on permanent loan to the IET archive), as well as provide the Society's registered office address, postal services and warehouse storage space at cost. Most significantly, volunteer hours contributed to the Society by our members and volunteers remain the greatest gift to the charity: trustees and members with active governance or project delivery roles contribute highly skilled capabilities at no cost to the charity and without which we would not be able to survive. The Women's Engineering Society is hugely grateful to all our volunteers, whatever their contribution.



Deferred income

A total of £55,901.50 income was received in 2023-24 but deferred to cover expenditure in 2024-2025:

Income deferred for	Deferred income
Annual Conference in April 2024	£29,038
International Women in Engineering Day June 2024	£20,130
Funding Pot for Activities	£6,733
TOTAL	£55,901

Figure 6: Deferred income detail

Plans for Future Periods

Products and services for our Members and Partners

In the coming year, we aim to reach out to our Members and our Partners to understand their needs from the Society, and to adjust our products and services as required, to better suit their needs. The funding strategy to support these needs will be developed alongside the analysis work, to ensure we understand how we will fund any investments in new or updated products and services. This may include working collaboratively with third parties.

The Woman Engineer Journal

Having refreshed our Journal, The Woman Engineer plan to include more engineering content and articles: showcasing innovative projects by our Partners and ground-breaking research by our Academic Partners, in order to create a more engaging and powerful publication for our members, partners, and industry.

MentorSET

Mentoring remains a priority ask from our members and the model for gaining corporate sponsorship to our proprietary platform from our Partner, Ricardo, was transformational in enabling the platform to grow. In the coming year, we will seek to continue this model, enabling us to continue to build the capability and deliver impact for our members.

PPE for women

Having completed our PPE Survey in 2023, WES plans to review how best to move this campaign forward in an impactful way that uses the resources the society has to best effect.

Introduction of a new Bursary Award

The anticipated legacy from Mrs Dianne Winfield will be awarded on the basis of hardship and need to women to further their studies in engineering, and in the coming year, we will structure the award process to ensure the funds are bestowed fairly and in line with her wishes.

Shaping the engineering gender diversity debate: campaigns to raise awareness of women in engineering:

- WES plans to continue to build on the success of its proprietary International Women in Engineering Day Campaign, reaching an ever-increasing global audience
- Working with our Education Special Interest Group, WES plans to review the ask of the PEIs in their registration journey to Chartership, and work with them to ensure the process supports the needs of Academics as well as industry-practising engineers
- Working with Engineering UK, WES will contribute to their initiative to review the pathways for girls into engineering to ensure support for increased entry of women into engineering careers
- Working with actors in the engineering industry and based on the data published by Engineering UK on the numbers of women in engineering, WES will look to lead a campaign on addressing numbers of women 35+ leaving the profession

Structure, Governance and Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 24th December 1919 and registered as a charity on 27th February 1992.

The company 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 (amended in 1970, 1991, 2006, 2014 and 2020).

In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of the Trustee Board

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as the Trustees. Under the requirements of the Memorandum and Articles of Association the Trustees are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

All Trustees give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are set out in the accounts.

Due to the focus of the charity's work the Trustees as a board seek to ensure that the views of all women at all stages of their career in engineering appropriately reflected through the diversity of the board and the sub-boards. The more traditional business skills are represented on the Trustee Board through co-option of members with a specific skill set, members of the Trustee Board having provided a list of their skills and capabilities.

Trustee Induction and Training

Trustees are in the majority, women working or teaching in engineering and are therefore familiar with the charity's work through their own (and their colleagues) lived experience.

Trustees are required to familiarise themselves with a number of documents and training materials ahead of serving on the board:

- The obligations of board trustees
- The main documents which set out the operational framework for the charity including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives
- Charity Commission publications signposted through the Commission's guide "the Essential Trustee" as a follow up to these sessions

Risk Management

The Trustee Board has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Owing to the recent professionalisation of the Women's Engineering Society work continues to ensure that formally documented procedures and processes are in place to ensure compliance with policy by staff and (where appropriate) volunteers to ensure a consistent quality of delivery for all operational aspects of the charity. These procedures will be periodically reviewed to ensure that they continue to meet the needs of the charity.

Organisational Structure

The Women's Engineering Society has a Trustee Board of up to 12 members who, during 2023-24, met six times a year. They are responsible for the strategic direction and policy setting of the charity.

The Company Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Chief Executive along with her team of eight employees. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and for implementing an efficient and effective operating model including but not limited to ensuring that the employee team continue to develop their skills and ways of working in line with good practice.

Related Parties

In so far as it is complimentary to the charity's objects, the charity is guided by both local and national policy and seeks to work alongside and in collaboration with key industry actors. This will prove invaluable to the charity in establishing improved links within the industry and identifying relevant policy developments and prospective funding.



Responsibilities of the Board of Trustees

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year.

In preparing those financial statements, the Board of Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent,
- observe the methods and principles in the Charities Statement Of Recommended Practice, and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis

The Board of Trustees is accountable for ensuring that proper accounting records are maintained 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 1985.

The responsibility for doing this is delegated to the Chief Executive and her team (which may include employees, contractors or third-party service providers under her management). The Board of Trustees is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Members of the Trustee Board

Members of the Trustee Board, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 4.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors Kingston Moore Smith were re-appointed as the charitable company's auditors during the year but will be replaced for 2024-25 to ensure impartiality and adherence to best practice.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Board of Trustees and signed on its behalf by:

A handwritten signature in black ink that reads "K L Critchley". The signature is written in a cursive, flowing style.

Dr Katherine Critchley (President)

9. Statement of Financial Activities

Women's Engineering Society
Year Ended 31 March 2024

Independent Examiner's Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2024.

Respective Responsibilities of Trustees and Examiner

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ICAEW, 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 which gives me cause to believe that in, any material respect:

- 1) the accounting records were not kept in accordance with section 130 of the Charities Act; or
- 2) the accounts did not accord with the accounting records; or
- 3) the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Silvia Vitiello
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

4 Victoria Square
St. Albans
Hertfordshire
AL1 3TF

Date: 14/11/2024

Statement of Financial Activities

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2024 £
Income and endowments from:					
Donations and legacies	2	76,483	-	-	76,483
Charitable Activities	3	603,161	-	-	603,161
Other Trading Activities	4	589	-	-	589
Investment Income	5	8,779	-	-	8,779
Total		689,012	-	-	689,012
Expenditure on:					
Raising funds	6	109,040	-	-	109,040
Charitable activities	7	434,456	1,000	-	435,456
Transfer	13	-	-	-	-
Cost of living bonus	13	-	-	-	-
Total		543,496	1,000	-	544,496
Net income/(expenditure)		145,516	(1,000)	-	144,516
Net movement in funds		145,516	(1,000)	-	144,516
Reconciliation of funds:					
Total funds brought forward	13	250,490	12,945	34,574	298,009
Total funds carried forward	13	396,006	11,945	34,574	442,525
		Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2023 £
Income and endowments from:					
		Restated			Restated
Donations and legacies	2	50,849	-	-	50,849
Charitable Activities	3	457,694	-	-	457,694
Other Trading Activities	4	-	-	-	-
Investment Income	5	3,006	-	-	3,006
Total		511,549	-	-	511,549
Expenditure on:					
Raising funds	6	88,907	-	-	88,907
Transfer		2,226	(1,357)	(869)	-
Cost of living bonus		13,826	-	-	13,826
Charitable activities	7	379,148	1,000	-	380,148
Total		484,107	(357)	(869)	482,881
Net income/(expenditure)		27,442	357	869	28,668
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(678)	-	-	(678)
Net movement in funds		26,764	357	869	27,990
Reconciliation of funds:					
Total funds brought forward	13	223,726	12,588	33,705	270,019
Total funds carried forward	13	250,490	12,945	34,574	298,009

The charitable Company's income and expenditure all relates to continuing operations. The notes of page 39 to 46 form part of the financial statements.

Women's Engineering Society

Year Ended 31 March 2024

Balance Sheet at 31 March 2024

Company number: 00162096

Registered Charity No. 1008913

	Notes	31 March 2024		31 March 2023	
		£	£	£	£
Fixed assets:					
Tangible assets	10		6,992		6,247
Total fixed assets			<u>6,992</u>		<u>6,247</u>
Current assets					
Debtors	11	233,164		137,916	
Cash at bank and in hand		<u>321,378</u>		<u>284,084</u>	
Total current assets		554,542		422,000	
Liabilities					
Creditors: Amounts falling due within one year	12	<u>(119,009)</u>		<u>(130,238)</u>	
Net current assets			435,533		291,762
Net assets			<u>442,525</u>		<u>298,009</u>
The funds of the Charity:					
Unrestricted funds	13	396,006		250,490	
Restricted funds	13	11,945		12,945	
Endowment fund		<u>34,574</u>		<u>34,574</u>	
Total Charity funds	13		<u>442,525</u>		<u>298,009</u>

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:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company 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.

The Trustees Annual Report on pages 3 to 34 and the financial statements on pages 35 to 46 were approved and authorised for issue by the Board of Trustees on _____ and signed on their behalf by:



Katherine Critchley

President

The notes of pages 39 to 46 form part of these financial statements.

Women's Engineering Society

Year Ended 31 March 2024

Statement of Cash Flows for the year ended 31 March 2024

	£	2024 £	£	2023 £
Cash flows from operating activities:				
Net income for the year as per the Statement of Financial Activities	144,516		27,990	
Adjustments for:				
Depreciation	3,246		(2,958)	
(Increase)/decrease in debtors	(95,248)		(7,028)	
Increase/(decrease) in creditors	<u>(11,229)</u>		<u>32,392</u>	
Net cash generated from operating activities		<u>41,285</u>		<u>50,396</u>
Cash flows (used in)/generated from investing activities:				
Net movements in costs of tangible fixed assets	<u>(3,991)</u>		<u>3,486</u>	
Net cash used in investing activities		<u>(3,991)</u>		<u>3,486</u>
Change in cash and cash equivalents in the year		37,294		53,882
Cash and cash equivalents at the beginning of the year		284,084		230,202
Cash and cash equivalents at the end of the year		<u>321,378</u>		<u>284,084</u>

Women's Engineering Society

Year Ended 31 March 2024

Notes to the financial statements

1. Accounting policies

General information

The Women's Engineering Society is a Company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the Company information.

The financial statements are presented in Sterling and this is the functional currency of the Charity.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011.

The financial statements have been prepared under the historical cost convention.

Going concern

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and impact on income sources.

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.

Conference and event income, partnership income, grants and large single donations have been treated as income in the year they have been earned or deferred to the accounting period in the year the service will be provided unless agreed by the donors.

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.

Fund accounting

Unrestricted Funds are considered by the Directors as funds coming into the Charity and held in reserves to provide for the services of the Charity. Restricted funds are considered by the Directors to be funds that are granted to the Charity with certain additional requirements to provide specific charitable activities. Accounting for restricted activities is maintained separately to unrestricted funds, being reported separately to the commissioning bodies as required under the terms of the grant.

Cash and cash equivalents

Cash and cash equivalents are 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.

Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Electronic Equipment	20% of cost
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Women's Engineering Society

Year Ended 31 March 2024

Notes to the financial statements

1. Accounting policies (continued)

VAT

The Charity is registered for VAT. Irrecoverable VAT is included in the cost of the item to which it relates.

Creditors

The Charity seeks to pay all creditors within agreed credit terms.

Leased Assets

Rental applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the income and expenditure account as incurred.

Governance Costs

Board expenses, insurances, clinical supervision, HR support and audit fee incurred are reported to comply with constitutional or statutory requirements of the Charity.

Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets such as trade and other debtors and short term investments (notice period not exceeding 3 months) and financial liabilities such as trade and other creditors. Basic financial instruments are initially recognised at transaction value and then subsequently measured at their settlement value.

Judgements in applying accounting policies and key sources of estimation uncertainty

Due to the nature of the charitable company's activities and financial statements, the Trustees do not consider there to be any significant judgements or sources of estimation uncertainty which could influence the reader's understanding of the financial statements.

Pension costs

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due. The assets of the pension scheme are held separately from the charity. There were no contributions outstanding as at the year end (2023 - £nil).

Women's Engineering Society
Year Ended 31 March 2024

Notes to the financial statements (continued)

2. Donations and legacies

	2024	2023
	Unrestricted Funds	Unrestricted Funds
	£	£
Donations	7,236	8,764
Membership	69,247	42,085
	<u>76,483</u>	<u>50,849</u>

3. Charitable activities

	2024	2023
	Unrestricted Funds	Unrestricted Funds
	£	£
Conference and event income	168,910	107,124
Partnership income	434,251	344,070
Mentorset income	-	4,300
Stem Returners income	-	2,200
	<u>603,161</u>	<u>457,694</u>

4. Other trading activities

	2024	2023
	Unrestricted Funds	Unrestricted Funds
	£	£
Sundry trading income	589	-
	<u>589</u>	<u>-</u>

5. Investment income

	2024	2023
	Unrestricted Funds	Unrestricted Funds
	£	£
Bank interest received	8,779	3,006
	<u>8,779</u>	<u>3,006</u>

Notes to the financial statements (continued)

6. Raising funds

	Notes	2024 Unrestricted Funds £	2023 Unrestricted Funds £
Grant Costs		-	-
Membership related costs		22,092	27,632
Project Costs		-	-
General Support costs	8	6,007	5,914
Employee costs	8	75,644	52,111
Travel costs	8	2,702	1,417
Finance costs	8	1,377	1,340
Governance costs	8	1,218	493
		<u>109,040</u>	<u>88,907</u>

7. Charitable activities

	Notes	Promote the education of women £	To advance the education of the public £	To relieve poverty amongst women £	Support Costs £	Governance Costs £	2023/24 Total £
Event costs		5,506	49,543	-	-	-	55,049
Project costs		-	-	-	-	-	-
MentorSET costs		6,605	-	-	-	-	6,605
Awards		-	1,000	-	-	-	1,000
Promotional costs		-	-	-	-	-	-
General Support costs		-	-	-	19,841	452	20,293
Employee costs		-	-	-	306,356	-	306,356
Travel costs		-	-	-	29,450	-	29,450
Finance costs		-	-	-	7,939	-	7,939
Regulatory costs		-	-	-	-	-	-
Directors' Expenses		-	-	-	479	-	479
Independent Examiners Fees		-	-	-	-	8,285	8,285
		<u>12,111</u>	<u>50,543</u>	<u>-</u>	<u>364,065</u>	<u>8,737</u>	<u>435,456</u>
Support Costs	8	22,959	306,483	34,623	(364,065)	-	-
Governance	8	-	8,737	-	-	(8,737)	-
		<u>35,070</u>	<u>365,763</u>	<u>34,623</u>	<u>-</u>	<u>-</u>	<u>435,456</u>

Included in 2024 Awards is £1,000 (2023: £1,000) relating to restricted funds.

Women's Engineering Society
Year Ended 31 March 2024

Notes to the financial statements (continued)

7. Charitable activities (Continued)

	Notes	Promote the education of women £	To advance the education of the public £	To relieve poverty amongst women £	Support Costs £	Governance Costs £	2022/23 Total £
Event costs		15,197	34,686	-	597	-	50,480
Project costs		-	1,776	-	-	-	1,776
MentorSET costs		5,988	-	-	-	-	5,988
Awards		-	2,000	-	-	-	2,000
Promotional costs		-	8,040	-	-	-	8,040
General Support costs		-	-	-	22,546	367	22,913
Employee costs		-	-	-	265,259	-	265,259
Travel costs		-	-	-	13,164	43	13,207
Finance costs		-	-	-	5,181	-	5,181
Regulatory costs		-	-	-	-	492	492
Directors' Expenses		-	-	-	-	592	592
Independent Examiners Fees		-	-	-	-	3,420	3,420
		<u>21,185</u>	<u>47,302</u>	<u>-</u>	<u>306,747</u>	<u>4,914</u>	<u>380,148</u>
Support Costs	8	23,554	267,047	16,146	(306,747)	-	-
Governance	8	300	4,214	399	-	(4,914)	-
		<u>45,039</u>	<u>318,563</u>	<u>16,545</u>	<u>-</u>	<u>-</u>	<u>380,148</u>

Note 8 - Support & Governance Costs

	Notes	Support costs £	Governance costs £	2023/24 Total £
Event costs		-	-	-
General Support costs		35,610	-	35,610
Employee costs		375,506	-	375,506
Travel costs		32,152	-	32,152
Finance costs		6,070	-	6,070
Regulatory costs		-	1,250	1,250
Directors' Expenses		457	-	457
Independent Examiner Fees		-	8,705	8,705
		<u>449,795</u>	<u>9,955</u>	<u>459,750</u>
Raising Funds	6	85,730	1,218	86,948
Charitable Activities	7	364,065	8,737	372,802
		<u>449,795</u>	<u>9,955</u>	<u>459,750</u>

Women's Engineering Society

Year Ended 31 March 2024

Notes to the financial statements (continued)

Note 8 - Support & Governance Costs (continued)

	Notes	Support costs £	Governance costs £	2022/23 Total £
Event costs		597	-	597
General Support costs		28,460	407	28,867
Employee costs		317,370	-	317,370
Travel costs		14,581	48	14,629
Finance costs		6,521	-	6,521
Regulatory costs		-	547	547
Directors' Expenses		-	605	605
Independent Examiner Fees		-	3,800	3,800
		<u>367,529</u>	<u>5,407</u>	<u>372,936</u>
Raising Funds	6	60,782	493	61,275
Charitable Activities	7	306,747	4,914	311,661
		<u>367,529</u>	<u>5,407</u>	<u>372,936</u>

9. Employee costs

Analysis of staff costs, Trustee remuneration and expenses

	2024 £	2023 £
Wages and salaries	339,155	288,593
Social security costs	22,140	15,606
Pension costs	11,790	10,315
Other costs	8,915	2,855
	<u>382,000</u>	<u>317,369</u>

Trustees' Expenses

There was £67 (2023: £592) of trustees' expenses reimbursed to four trustees in the year ended 31 March 2024.

Average number of employees by activity

	2024	2023
CEO	1	1
Office Staff	8	7
	<u>9</u>	<u>8</u>

There was no remuneration paid to trustees in the year ended 31 March 2024, nor the year ended 31 March 2023. The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
£60,001 - £70,000	1	1

Women's Engineering Society
Year Ended 31 March 2024

Notes to the financial statements (continued)

10. Tangible fixed assets

	Electronic Equipment	Total
	£	£
Cost		
At 1 April 2023	13,837	13,837
Additions	3,991	3,991
Disposals	-	-
At 31 March 2024	<u>17,828</u>	<u>17,828</u>
Depreciation		
At 1 April 2023	7,590	7,590
Charge for the year	3,246	3,246
Depreciation eliminated on disposal	-	-
At 31 March 2024	<u>10,836</u>	<u>10,836</u>
Net Book Value		
At 31 March 2023	<u>6,247</u>	<u>6,247</u>
At 31 March 2024	<u>6,992</u>	<u>6,992</u>

11. Debtors

	2024	2023
	£	£
Trade debtors	169,994	121,183
Prepayments and accrued income	63,170	16,733
	<u>233,164</u>	<u>137,916</u>

12. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	9,971	5,588
Accruals and deferred income	60,202	84,755
Other creditors	-	1,856
	<u>119,009</u>	<u>130,238</u>

12. Creditors: Amounts falling due within one year continued

Deferred income movement:

Deferred income b/fwd	77,712
Utilised in the year	(77,712)
Deferred movement increase in the year	55,902
Deferred income c/fwd	<u>55,902</u>

Women's Engineering Society
Year Ended 31 March 2024

Notes to the financial statements (continued)

13. Movement in funds

	Balance		Movement in resources				Balance
	1 April 2023 £	Income £	Expenditure £	Cost of Living bonus £	Gains/ losses £	Transfers £	31 March 2024 £
Unrestricted funds							
General funds	250,490	689,012	(543,496)	-	-	-	396,006
Restricted Funds							
Karen Burt Memorial Endowment funds	12,945	-	(1,000)	-	-	-	11,945
NBC - Lady Finniston	34,574	-	-	-	-	-	34,574
	<u>298,009</u>	<u>689,012</u>	<u>(544,496)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>442,525</u>

14. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
Fixed Assets	6,992	-	-	6,992	6,247
Current assets					
Debtors	233,164	-	-	233,164	137,916
Cash and cash equivalents	273,859	12,945	34,574	321,378	284,084
Current liabilities					
Falling due within one year	(119,009)	-	-	(119,009)	(130,238)
	<u>395,006</u>	<u>12,945</u>	<u>34,574</u>	<u>442,525</u>	<u>298,009</u>

15. Share capital

The charitable Company is limited by guarantee with each of its members liable to contribute £1 in the event of its being wound up.

16. Related party transactions

There were no related party transactions in the year ended 31 March 2024 (2023: none).

17. Control

The Board of Trustees are deemed to be the controlling party.

18. Analysis of cash and cash equivalents

	Total 2024 £	Total 2023 £
Cash in hand	321,378	284,084
Total cash and cash equivalents	<u>321,378</u>	<u>284,084</u>



Acknowledgments

Thanks to donors, partners, volunteers, members and staff, and the organisations and institutions who collaborate with us on our mission.

Contact us

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Website

<https://www.wes.org.uk>



For the year ending 31st March 2024

The Women's Engineering Society
Charity No. 1008913, Company No. 00162096

WWW.WES.ORG.UK

WOMEN'S ENGINEERING SOCIETY

England & Wales - Charity number 1008913

Accounts



Women's Engineering Society



2022/23
Annual
Report

CONTENTS



ANNUAL REPORT OF THE TRUSTEES 2022-23

Legal and Administrative Information

The Women's Engineering Society was founded in 1919 and is governed by its Articles, amended in 1970, 1991, 2006, 2014 and 2020. It constitutes a charitable company, limited by guarantee, as defined by the Companies Act 2006 and in the event of WES being wound up, Members are required to contribute an amount not exceeding £1.

Charity No. 1008913, Company No. 00162096

Directors/Trustees

The Directors of the Charitable Company are its Trustees for the purposes of charitable law, and throughout this report, are collectively referred to as the Trustees.

Trustees who served during the year

Trustees	Dame Dawn Childs DBE FREng Paul Cliff Dr Katherine Critchley Aniela Foster-Turner Professor Elena Gaura Sarah Haslam MBE Chrisma Jain Dr Tosha Nembhard Emma Nicholson Professor Vincenzo Pizzoni Susan Robson Mamta Singhal MBE Dr Pauline Smith Emily Spearman Adriana Vargas-Colwill	Appointed 22 March 2023 Elected 29 October 2022 Elected 29 October 2022 Term of office ended 29 October 2022 Elected 29 October 2022 Term of office ended 29 October 2022 Term of office ended 29 October 2022
President	Dame Dawn Childs DBE FREng	
Chief Executive Officer	Elizabeth Donnelly MSc FRSA MRAS MINCOSE	
Registered Office	Futures Place, Kings Way, Stevenage, Hertfordshire. SG1 2UA	
Independent Examiner	Moore Kingston Smith LLP, 4 Victoria Square, St Albans, AL1 3TF	
Bank	Barclays Bank, 21 Hanover Square, London, W1S 1JW	
Investment Funds	CCLA Investment Management Limited, One Angel Lane, London, EC4R 3AB	
Employment Lawyers	Worknest Limited Woodhouse, Church Lane, Aldford, Chester, CH3 6JD	

INTRODUCTION FROM THE PRESIDENT

The beginning of the 2022-23 financial year saw both society and the Women's Engineering Society transition into a more usual way of life with global travel increasing, face masks no longer required, and some movement back towards office-based working. Technology, scientists and engineers drove us through and out of the pandemic; and it was an opportunity to use the positive aspects of increased flexibility to act as an accelerator and to enlighten employers into what it is possible to achieve. In WES we enjoyed the multiplier effect of our virtual events; but missed the closer and more personal networking. The 2022 WES Annual Conference was held for the final time in virtual form, with a great line up of interesting presenters and was well-attended but was not close to achieving the previous year's level of attendance. It seemed attendees had had enough of virtual meetings.

INWED on the other hand, with the WES global webinar and hundreds of other in person and online events, was as incredible as ever. It achieved an extended reach of over 150 million more than the phenomenal half a billion achieved in 2021 and had greater endurance by trending at number one on Twitter for longer.

The third quarter of 2022-23 saw the annual Board elections and Adriana Vargas-Colwill, Emma Nicholson, and Dr Pauline Smith's terms of office come to an end. Their dedication and hard work have been greatly appreciated and, though they chose not to seek re-election, each has continued to provide help and support through other volunteer positions. WES was delighted to welcome the election of Sarah Haslam MBE, Dr Tosha Nembhard and Professor Vince Pizzoni as Elected Directors in October 2022. Professor Pizzoni's election created a Co-opted Director vacancy, and WES welcomed Aniela Foster-Turner in March 2023 to support us with her legal expertise.

The autumn also saw a full diary of events and sessions including the Lottie tour, which is always well-supported, the Apprentice Showcase, the first in-person Student Conference since 2019, and a continuing series of Partner and Member webinars with a different theme each month. It was great to see the students enjoy networking in person. This cohort has had their education severely curtailed by the pandemic, having their final school years and first university experiences conducted virtually, at a crucial time for establishing their independence. We don't yet know the longer-lasting effects of the pandemic on their careers, so it was marvellous that WES could support them with career advice and an introduction to each other. After all, these women engineers will be the engineering leaders of the future and it is so important for them to have each other to lean on as they navigate their way through their future careers.

Career planning is often an art rather than a preset plan, and this can yield different and positive pathways as they present themselves, sometimes allowing us to go further and faster than we ever dreamed of. Very few people follow the career path they envisaged, and often those we consider to

be the highest achievers feel like they have followed a career path by luck rather than judgement. One thing that is very clear is that engineering is the key to unlocking so many of the world's issues and as women engineers, we have incredibly exciting prospects. Only by exploring and keeping an open mind will we discover a pathway that we may never even have considered before. As the Women's Engineering Society goes from strength to strength, we hope to support all women engineers in whatever path they choose.

A stylized, handwritten signature in blue ink.

Dame Dawn Childs
DBE FEng
President, Women's Engineering Society



“As the Women's Engineering Society goes from strength to strength, we hope to support all women engineers in whatever path they choose.”

Dame Dawn Childs
President,
Women's Engineering
Society



REPORT FROM THE CHIEF EXECUTIVE OFFICER

As the world emerged from the pandemic the Women's Engineering Society built on its success in 2021-22 to expand even further and become a larger charity with an income over £500,000 in 2022-23. We moved to working fully remotely, and hired expertise regardless of location, recruiting Candi Colbourn as our Events and Marketing Manager and Meurig Lloyd as our Partner Manager for the south of England.

Our theme for 2022 was Inventors and Innovators and we were able to hold an in-person celebration for the Top 50 Women in Engineering, remarkable women engineers who have created or improved a product or process and supported other women to do the same. Every year it seems impossible that International Women in Engineering Day will be even better than previously, so we were astounded that our potential reach on Twitter rose from 526 million in 2021 to 656 million in 2022 and we trended at No 1 on Twitter in the UK for most of the day. Established during the pandemic, the official INWED webinar is now a permanent fixture to engage with our many international supporters. Over 1,000 people across the globe registered for the webinar and over 600 attendees joined us live.

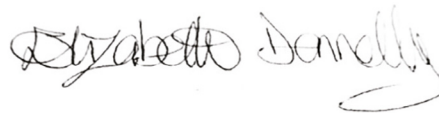
The 2022 Annual Conference was our final virtual conference from the pandemic era, and we were joined by keynote speaker, Katherine Bennett CBE FRAeS, Chief Executive Officer of the High Value Manufacturing Catapult. The Student Conference was held in-person for the first time since 2019 and it was a joy to see these amazing young women engineers working together in the Army's bridge-building exercise and encouraging each other in public speaking.

The Caroline Haslett Lecture was given by Dr Bola Olabisi, founder and CEO of the Global Women Inventors & Innovators Network, and the WE50 Head Judge, showcasing the work of inventors and innovators across the world. We were delighted to run the Apprentices Showcase again, this time over a week, showing up to 7,000 girls (and boys) the diversity of engineering careers.

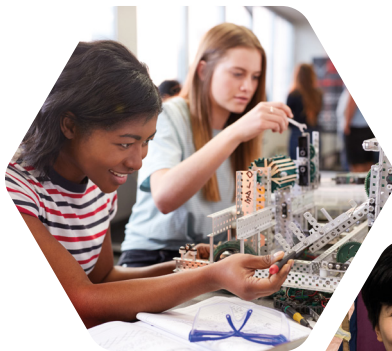
Our membership increased by 21% and we engaged with 148 corporate partners throughout the year. Financially we achieved a comfortable surplus of just under £28,000, less than last year because we gave the staff a cost-of-living bonus to support them through this difficult time. We have now recovered all the income lost during the first year of the pandemic and can be confident that WES will continue to flourish.

In the next year we plan to survey women engineers about their PPE and develop properly designed clothing to protect women at work. We will also introduce a certification scheme for engineering companies, so they can assess and enhance their inclusiveness. WES' longevity is due to our ability to adapt to changing circumstances and to match our activities to the needs of the current generation. We're proud of our record of supporting women engineers for over a century and will continue to build on this in the future.

Finally, we are thrilled that a Damehood was awarded to our President, Dame Dawn Childs in the New Year's Honours List 2023. This marks the second Damehood in our history, following Dame Caroline Haslett, and I'm sure you will agree with me that it is well-deserved, and a recognition of Dame Dawn's remarkable career in engineering.

Elizabeth Donnelly,
MSc FRSA MRAeS MINCOSE
Chief Executive Officer



“Women’s Engineering Society built on its success in 2021-22 to expand even further and become a larger charity with an income over £500,000 in 2022-23.”

Elizabeth Donnelly

Chief Executive Officer,
 Women’s Engineering Society



ANNUAL REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The Trustees of the Women's Engineering Society, colloquially known as WES, present their report and the independently examined financial statements for the year ended 31 March 2023.

The reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association, the requirements of a Directors' Report as required under company law, and the *Statement of Recommended Practice – Accounting and Reporting by Charities: SORP* applicable to charities preparing their accounts in accordance with FRS 102 (second edition – October 2019). The Trustees have considered how the Society's activities contribute to the Society's Objects.

Objects

The Women's Engineering Society (WES) is an educational charitable company and membership society. Women engineers may become Members and Fellows and women who are not engineers, along with men, may become Affiliate Members and Affiliate Fellows according to the Articles of Association.

The Objects for which WES is established are:

1. To promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering.
2. To advance the education of the public concerning the study and practice of engineering among women.
3. To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

The Trustees review the WES objects and activities each year. This report looks at what WES has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity, and the benefits WES has brought to women engineers, the engineering industry and wider society. The review also helps the Trustees ensure WES' objects and activities remained focused on its stated purposes.

The Trustees have complied with the duty in section 4 of the 2006 Charities Act to have due regard to guidance published by the Charity Commission. In particular, the Trustees refer to the Charity Commission's general guidance on public benefit both when reviewing how well past activities have satisfied WES' stated objects, and when planning how future activities may best continue to do so.

WES Strategy 2021-2024

Following thorough engagement with the WES community in 2020-21, the Board reviewed WES' direction and operations to ensure alignment of its aspirations to those of the Members and provided guardrails that empower decision-making at all levels of the organisation. The outcome of the engagement activity and reviews was a very clear architecture that forms the basis of WES' activities and can be seen on the following page.

According to data provided by Engineering UK on 8 March 2022, 16.5% of all engineers are women, an increase from 10.5% in 2010, representing an increase from 562,000 women working in engineering roles in 2010 to 936,000 in 2021. WES welcomed this increase but is frustrated that over 100 years of campaigning for women to become engineers has not yet resulted in equivalent numbers of women in engineering compared to other professions such as law, medicine and accounting.

The data indicate the continuing need for WES' mission of supporting women engineers to fulfil their potential and supporting the engineering industry to be more inclusive, and this report aligns WES' activities to its objects to demonstrate how it is achieving its mission.

WES Strategy 2021-24



Our vision is of an engineering industry that employs the diversity of the society it serves, to solve the biggest societal issues of our time; and our mission is to support women in engineering to fulfil their potential, and support the engineering industry to be inclusive.

We are a charitable company that is driven by our stakeholders: the members and partners who support us in our mission, and the wider engineering society which we serve.

We have set out what we will do and how we will do it against three stakeholder-focussed priorities:



OUR MEMBERS

We will support women in engineering at every stage of their career

We will provide our Members with the network opportunities and products and service platforms that support each stage of a career in the engineering industry, particularly, but not exclusively, addressing barriers that disproportionately affect women.

We will do this through

Skills & career development: mentoring, collaboration programmes with Professional Bodies and Partners, job and volunteer opportunities
Raising personal profiles: awards and campaigns, and committee and board opportunities
Access to networks: conferences and events (local and national, intra- and inter-sector), and our job board



OUR PARTNERS

We will support businesses and institutions to attract and retain women in engineering

We will support our Partners in creating great places for women to work and study. Through access to our membership offerings, our partnership events and collaboration campaigns, we support our Partners in becoming leaders for gender diversity in engineering.

We will do this through

Skills & career development: mentoring, collaboration programmes with Professional Bodies and other Partners and volunteer opportunities to your people
Raising institutional and company profiles: campaign & research opportunities
Access to networks: partnering at events & conferences, and access to our job board



OUR SOCIETY

We will shape the engineering gender diversity debate in society, industry and with government

We will identify issues on gender diversity in engineering that we need to influence, and using data and working with relevant actors will engage in effective campaigns that contribute to a more equal, diverse and inclusive engineering industry.

We will do this through

Regular communications: including publication of the Woman Engineer Journal
Collaborating in research: enabling insights into EDI in engineering
Shaping and delivering campaigns: influencing policy and debate in engineering, and celebrate the contributions of women to engineering

Activities

WES' Activities are aligned to its Objects which in turn are aligned to its three stakeholder-focused areas as laid out in the 2021-2024 WES Strategy. Though the focus areas specifically say *Our Members*, and *Our Partners*, the activities are open to all women engineers and all engineering businesses and institutions.

Supporting women engineers to fulfil their potential **Promote the education of women in engineering sciences and other skills,** **the better to fit women to the practice of engineering**

The WES membership objectives for 2022-2023 supported women engineers to fulfil their potential as follows:

- Attracting and retaining Members and engaging with women engineers
- Supporting regional clusters
- Providing conferences and other events for women engineers to meet and share experiences
- Offering mentoring via MentorSET, the WES mentoring programme



WES Membership

WES offers four types of Membership as follows:

- **Fellows and Associate Fellows** who have shown meritorious achievements in engineering.
- **Individual Members, Associates and Students**
- **Sponsored Members** supported by their employer.
- **Patrons and Honorary Members** who are invited to join WES due to their place in the engineering community and/or their contribution to engineering.

WES delivered a data-led Members strategy that has progressed well. As Table 1 shows, the total number of paying Members grew by 21.3% from 2022. The biggest increase in membership came from Sponsored Members, rising by 31.8% reflecting that more organisations and companies have partnered with WES over the last financial year, and the Partner Managers are proactively encouraging existing partners to take up their allotted WES Membership. There has also been an increase of 14.6% of individual Members and a greater increase is anticipated in the forthcoming financial year as part of a planned Membership recruitment strategy.

Table 1: WES Membership Figures 2022-23

Partnership Type	31 March 2022	31 March 2023	% change from 2022
Members	930	1,066	14.6%
Sponsored	708	933	31.8%
Patrons, Honorary Members & Fellows	96	101	5.2%
Supporters	233	113	-51.5%
TOTAL	1,967	2,213	12.5%
TOTAL PAYING MEMBERS	1,715	2,080	21.3%

Membership Subscriptions

Despite the increase in paying members, subscription income decreased by 20.5% from £52,958 to £42,085. Some of the decrease was due to an overrepresentation of membership in the accounts from 2021-22. Members who renewed subscriptions in March 2022 were counted in that year's fees accounts instead of the 2022-23 financial year as has been WES' practice. Some of the decrease was also due to teething problems with a new membership database and it is anticipated that these issues will be resolved by the end of the next financial year.

Supporting Regional Clusters

WES has regional clusters to support Members at a local level and this work is undertaken through the volunteer efforts of our Cluster Coordinators. WES is sharing good practice across the UK to encourage increased regional networking including with other regional groups and networks and local companies.

WES was able to fill all but one gap in the Cluster leadership and communication has improved through all-Cluster-led sessions. There is an improved system for connecting Cluster Members with Cluster Co-ordinators and vice-versa. There is still an opportunity to amplify work across the Clusters and it is hoped this can be improved in the next financial year.

As of the end of March 2023, there were 20 active Clusters:

- Berkshire
- Bristol, Bath, Gloucs & Somerset
- Cumbria and Lancashire
- East Anglia (Norfolk, Suffolk & Cambs)
- Essex
- Heart of England
- Herts, Beds & Bucks
- Kent
- London
- Manchester
- Merseyside & Wirral
- Midlands
- Northern Ireland
- Nottinghamshire
- Scotland
- South Coast
- Surrey & Sussex
- Tees & Tyneside
- Wales
- Yorkshire

Membership Engagement

WES provides three Boards for Members starting out in engineering, the **Early Careers Board**, the **University Groups' Board** and the **Apprentices' Board**. These Boards give young women valuable experience in committee work and governance, allowing Members to progress to the Directors' Committees and the Board of Directors, which also assists them in their work life. WES gains valuable diversity from the perspective and viewpoint of the younger Members.

Early Careers Board

The Early Careers Board (ECB) welcomed five new members in June 2022 and delivered a wide range of projects to engage women in their early careers throughout the year.

The ECB collaborated with the Apprentices' Board, University Groups Board and other WES Members on various social media campaigns and launched a new WES ECB LinkedIn group to facilitate professional discussions around career and engineering related topics. The Board also ran numerous events, including *Speed Networking* and *Meet the WES ECB*, which featured guest speakers and saw high levels of attendance and engagement.

The ECB launched an *Engineering Agony Aunt* column in the WES Newsletter to highlight issues such as negotiating pay and how to be an ally. This year also saw the launch of an ECB podcast, covering topics including settling in to a first job, how to talk to friends and family about engineering roles, setting goals, what makes a good project, supporting each other at work, workwear, and imposter syndrome.

The ECB once again played an integral role in organising the annual WES Lottie Tour, which saw Lottie dolls being issued to 115 participating organisations. An *Imagine the Future* competition was run in partnership with Arklu, where children were encouraged to build a Lottie-sized futuristic building using recyclable materials. A social media campaign was run during Tomorrow's Engineers week to promote the activities.

University Groups' Board and supporting women engineering students

The University Groups' Board (UGB) is comprised of individuals from respective WES-affiliated university societies. The UGB aims to facilitate conversations and develop links between each WES-affiliated student society and develop safe spaces for important conversations to be had.

In 2022-23 the year was packed with exciting events and the WES UGB inspired and supported a variety of female engineering students around the UK. They hosted a variety of events including online socials, podcast review sessions, committee and Member mixers, where students from a variety of universities all over the UK could meet and build relationships. The WES UGB collaborated and worked more closely with the other WES boards, including the Apprentices' Board (APB) and Early Careers Board (ECB), developing stronger ties with each board that will continue in the future. The Chair of the UGB was interviewed by the APB for their Christmas podcast special, again developing a great relationship with the other WES boards.

The UGB's social media presence continued to be strong, with over 100 followers on Instagram and the growing WES UGB LinkedIn page was used to promote events and source leading professionals in industry and academia.

A highlight of the year was the WES Student Conference held in Manchester where the UGB ran a successful and productive workshop titled, *Building Confidence through Presenting*, to give attendees a safe and supportive environment to demonstrate their presentation skills. Constructive feedback was provided by the participants and the UGB, improving their ability to give and receive feedback.

WES Affiliated Student Groups

There were 19 WES-affiliated Student Groups in 2022-23:

- Aston
- Bath
- Birmingham
- Coventry
- Dyson Institute
- Glasgow
- Heriot-Watt
- Imperial College
- Leeds
- Loughborough
- Nottingham
- Open University
- Queens, Belfast
- Southampton
- Surrey
- Sussex
- Swansea
- University College London
- Warwick

Apprentices' Board

The Apprentice Board (APB) had a busy and successful year, welcoming five new members in June 2022.

In November 2022, the APB supported the WES Student Conference, taking the opportunity to meet in-person and collaborate with the University Groups' Board and Early Careers Board.

During National Apprenticeship Week, the APB organised a networking event with National Grid called *The Power of Networking*. This event was presented by Natasha Dunkinson (Chair) and Jade Kimpton (Vice Chair) and brought together 50 engineering apprentices from various companies to share their experiences and learn about WES. Following its success, the APB hopes to host similar events in the future.

The APB produced and released multiple podcast episodes which included interviews with WES Chief Executive Officer, Elizabeth Donnelly, and influential engineers from across the industry. The APB also produced an apprentice guide booklet providing advice on leadership, management, LinkedIn profiles, imposter syndrome and personal development.

Conferences and Events

Following two years of restricted activities due to the Covid-19 pandemic, WES saw a gradual return to in-person conferences and events as restrictions were lifted. WES took the opportunity to evaluate each event to reach the maximum possible numbers in the circumstances. Thus, the 2022 annual conference was held online due to long lead times in booking venues, and the Apprentice Showcase and INWED webinar were transformed to permanent online events to gain a greater reach.

Annual Conference 2022

The 2022 Annual Conference was held online using the Hubilo platform. There were 153 attendees, 142 of whom attended the event across the two days. The event was based on the theme of *Inventors and Innovators* and began at midday on the 28 April and finished at midday on the 29 April.

The conference was opened by Conference Chair, Elizabeth Donnelly, Chief Executive Officer of WES and started with a talk on the nine principles of innovation mastery by Katherine Bennett CBE FRAeS, Chief Executive Officer of the High Value Manufacturing Catapult, with sessions continuing throughout the afternoon focusing on innovation. The day was closed by Sue Harnett of Rewriting the Code, talking about supporting the next generation of innovators.

The second day began with Eno Essien, the Founder/Chief Executive Officer of Rheytrak Limited, a Vehicle Tracking and Recovery company licensed by the Nigerian Communications Commission (NCC). This was followed by inspirational talks throughout the afternoon before it was closed by Emily Burchell from Costa Coffee Ltd. Feedback from the conference was very positive with attendees saying the theme and the talks were all very inspiring.

14th Student Conference

The Annual Student Conference was a one-day event held in person at the Museum of Science and Industry in Manchester on the 27 November 2022. There were 91 attendees in total and three sponsors. It is hoped that attendance and sponsorship will increase in future years as the benefit of in person events are seen.

The day began with a keynote talk from former Olympic swimmer, Camilla Hattersley of Siemens, a Project Engineer working on the Elizabeth Line/Crossrail signalling project. Throughout the day there were a range of exciting sessions including a team building exercise run by SSgt Barbara Vinden-Cantrell of the Royal Engineers, as well as workshops on presentation skills, networking, and resilience. The final session of the day was a keynote talk from multi-award-winning Aerospace Engineer Krystina Pearson-Rampearee.

WES Lottie Tour

The seventh annual Lottie Tour took place during Tomorrow's Engineers Week in November 2022 and was sponsored by GKN Automotive, McLaren Racing and Fugro, who were supplied with their own branded Lottie Dolls and proved to be great ambassadors for the tour.

The 2022 tour was another great success. Over 115 dolls were sent out to women engineers across the UK to showcase their engineering work in the run up to Tomorrow's Engineers Week, and the social media campaign gained over 34,000 impressions, with close to 1,500 engagements.



Apprentice Showcase

In 2022, the Apprentice Showcase was expanded to run across almost a full week with a different session daily. The showcase was sponsored by BAE Systems, whose apprentices featured in an online session. Other sessions featured Question and Answer sessions with current and former apprentices giving insights into their personal experiences. The final session was a face-to-face networking event run by the WES Apprentice Board and hosted by National Grid. More than 300 schools and colleges signed up for the online Apprentice Showcase, and they indicated that potentially over 7,000 students would be watching live or on demand afterwards.

Mentoring via MentorSET

MentorSET is a unique, cross-sector mentoring scheme first developed by the Women's Engineering Society in 1998 to support women working in STEM. The scheme provides independent mentors who understand the challenges faced by women engineers and who provide support and advice.

WES continues to offer mentoring to individual Members for a fee of £48 as well as managing the mentoring programme for STEM Returners and as part of its Company Plus Partnerships. Non-members can also join the scheme for £120, priced to encourage women to join WES to take advantage of the reduced fee.

The scheme software is provided by Mentorloop and continued to expand in 2022-23, with a total of 232 participants (35.7 % increase on 2022's total of 171) comprised of 109 mentors, 83 mentees and 40 dual profiles. Positive user feedback included, *"I love my mentor's approach as she is using various tools to help me identify my strengths"*, and *"My mentor has been supportive to me from day one. I got in contact with her initially and she signposted me where I can get further help to improve a skill gap. I look forward to continuing working with her as she is so understanding of my situation"*.

Supporting the engineering industry to be more inclusive

Advance the education of the public concerning the study and practice of engineering among women

As well as supporting women in engineering to fulfil their potential, WES' mission is to support the engineering industry to be more inclusive. Many women still experience prejudice, harassment and scepticism of their abilities in the engineering workplace, and this is a major barrier to women and girls entering and staying in the industry.

WES works with companies, universities, and other institutions to remove workplace barriers so that working in engineering is a positive experience for women engineers and their employers.

Achievement and Performance

Corporate Partners

In 2022-23 WES continued to work with its Corporate Partners to remove workplace barriers for women engineers and encourage more women to apply. The WES Partnership Programme enables organisations to support women engineers and their own diversity and inclusion programmes.

Benefits include:

- Knowledge and experience sharing opportunities among Partners
- Support for developing an organisation's Diversity and Inclusion strategy
- Opportunities to raise the company profile as an investor in women engineers

The Partnership Programme has continued to strengthen in 2022-23, with 148 organisations engaging in a partnership with WES at some point during the year. Net partner numbers saw an 8.5% net increase from 118 in March 2022 to 128 by the end of March 2023. This produced a 29.5% increase in income to £344,070 (2022: £265,759). While some Partners left during this period, mostly due to budget restraints, WES has been able to replace business and secure 35 new Partners, including one returning company.

A further £107,124 (2022: £81,971) was forthcoming from event sponsorship, notably International Women in Engineering Day (INWED), an increase of 30.7%.



Table 2: WES Partnership Figures 2022-23

Partnership Type	31 March 2022	31 March 2023	% change from 2022
Event Partner	2	3	50.0%
Bespoke Partner	3	1	-66.7%
Company Partner	55	61	10.9%
Company Plus Partner	6	6	0.0%
Education Partner	22	28	27.3%
Not For Profit	11	11	0.0%
Recruitment Partner	0	2	N/A
SME Partner	13	14	7.7%
Start Up	6	2	-66.7%
TOTAL	118	128	8.5%

Income from the WES job board, which is included in the total income from partnerships above, increased by 35.8% to £38,970 (2022: £28,700) as more companies want to reach women engineers seeking new employment. WES' rates for job advertising are well below the industry average and have not been increased for five years, so there is scope in 2023-24 to raise advertising rates with a view to securing more income.

The introduction of Bespoke Packages enabled WES to offer a personalised and flexible solution tailored to the specific needs and objectives of Partners. With this mindset and the growing interest of recruitment companies wishing to collaborate with WES, a new recruitment offer was also established. The Recruitment Partnership Package gives agencies and talent acquisition Partners an opportunity to align with WES and enable their clients to advertise roles through the WES Jobs Board. As a result we are seeing more recruitment companies wanting to work with us to improve their services to women in engineering.

WES continues to work with STEM Returners to enable more women to return to engineering roles after a career break, by offering mentoring to all STEM Returner participants. The mentoring platform for the MentorSET programme has been effective and makes it easier for women engineers to engage with mentors.

The WES Partnership Programme supports organisations to empower their women engineers and drive their own diversity and inclusion policy and activities. The benefits include:

- Empowering women engineers to develop their career
- Inform industry of best practice guidelines for diversity and inclusion strategies
- Elevate company profiles as investors in women and equal opportunities
- Supporting partners to attract and retain female talent

During 2022, the Partnership team was reduced to one person between June-August, and Meurig Lloyd joining the team in late August 2022 to take on responsibility for Partner accounts in the south of England. The team has since continued to build on its strategy for delivering excellent account management by forming rapport and strengthening relationships to retain partnerships year on year. This has created opportunities for Partners to collaborate with WES and support their diversity and inclusion strategy through joint events, supporting employer women networks, and sharing expertise. This approach has seen a significant increase in Partners engaging in WES events, the Jobs Board, sponsorship of our programmes, and take up of sponsored memberships (individual membership of WES paid for and offered to employees by partners).

The WES Partner Webinar series has been inspired by the conversations the team have with Partners to create content that will bridge the gap in gender equality knowledge. This has had a positive impact on Partner engagement and delivering best practice for diversity and inclusion strategy.



LIST OF WES PARTNERS

1. ABB LTD
2. ABB Ltd
3. AB Dynamics
4. Accenture
5. Adacore
6. Airbus
7. Alexander Associates
Technical Recruitment Ltd
8. Allianz
9. Amazon
10. Arup
11. Aston University
12. AstraZeneca
13. Avove
14. AXIAH Ltd
15. BAI Communications
16. Ball Corporation
17. Blue Ocean Seismic Services
18. Building Engineering Services Association
19. Burns & McDonnell
20. Cadent Gas Ltd
21. Capula Ltd
22. CBRE
23. CityFibre
24. Colchester Institute
25. Collins Aerospace
26. Costa Express
27. Coventry University
28. Crane Building Services and Utilities
29. Cubic
30. Dialog Semiconductor –
A Renesas Company
31. Digital Catapult
32. DP Squared Ltd
33. DP World London Gateway
34. Dynamon
35. Durham University
36. Dyson Institute
37. East Sussex County Council
38. Eco Textura
39. Edinburgh Napier University
40. EEMUA
41. Electricity North West
42. Equinix
43. Evolito
44. FCDO Services
45. FIND CDT EPSRC Centre for Doctoral
Training in Future Innovation in Non-
Destructive Evaluation
46. Firstco
47. FM Global
48. Focusrite
49. Frazer-Nash Consultancy
50. Freudenberg
51. GCHQ
52. General Dynamics
53. GKN Automotive
54. Glasgow Caledonian University
55. Gratte Brothers
56. Harbour Energy
57. Haizol Global
58. Heathrow
59. Henry Royce Institute
60. Heriot-Watt University
61. H&H Fire
62. Hitachi
63. HMD Sealless Pumps
64. Imagination Technologies
65. Imperial College London
66. Inclusivity Partners
67. Indicataura
68. Institute of Refrigeration
69. Jaguar Land Rover
70. JLA
71. Johnson Controls
72. Kingston University London
73. KLA
74. Kone

LIST OF WES PARTNERS

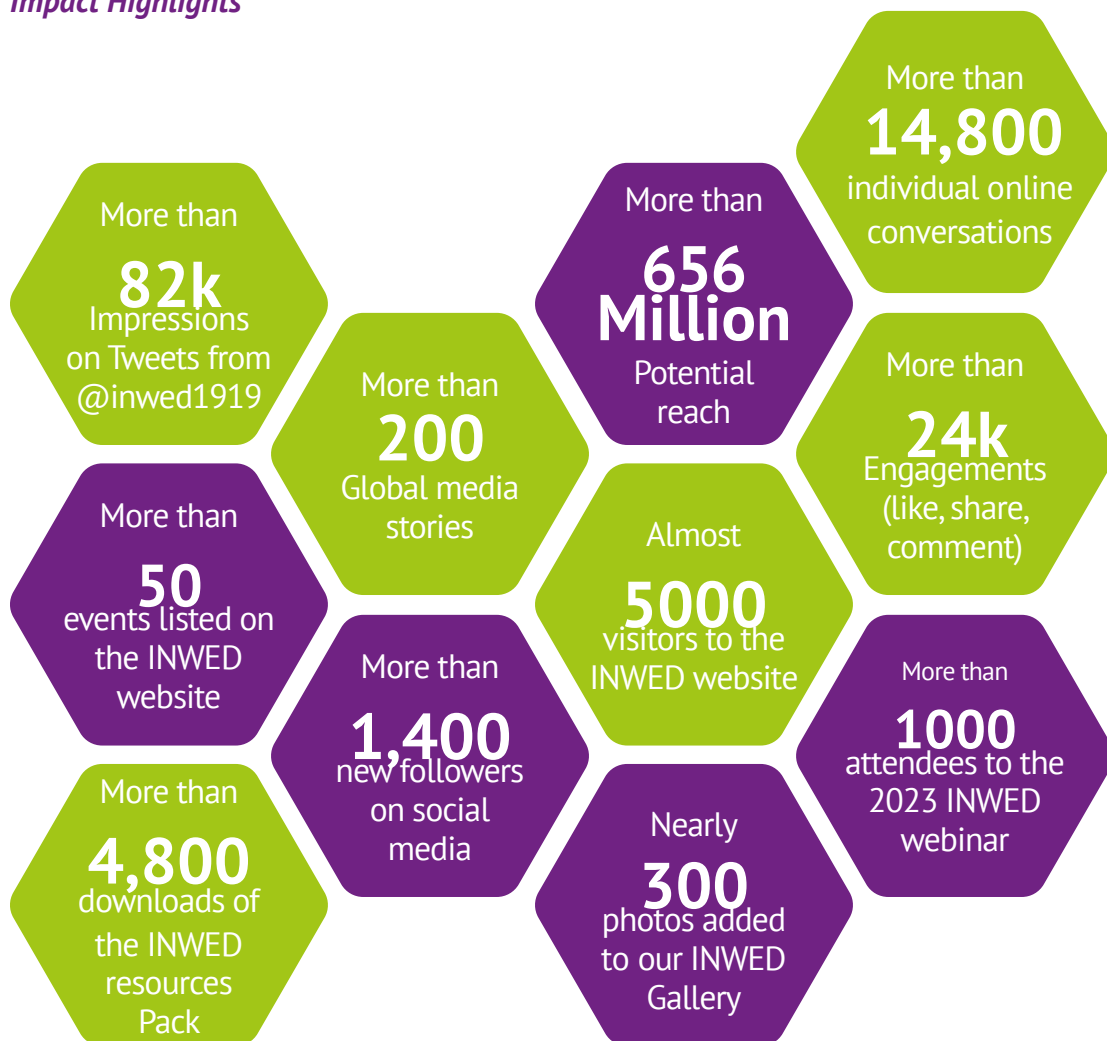
75. Konecranes
76. Laing O'Rourke
77. Leaders Plus
78. Legrand
79. Leonardo
80. Liverpool John Moores University
81. Malvern Panalytical
82. MBDA Missile Systems
83. McLaren Racing
84. Mercedes AMG High Power Trains
85. Metis Consultants
86. Metropolitan Police Service
87. Mettler-Toledo Safeline
88. Middlesex University London
89. MI- GSO PCUBED
90. MOD Defence Equipment & Support
91. Mott MacDonald
92. Muddy Machines
93. National Grid
94. NES Fircroft Engineering Recruitment
95. Network Rail
96. Newcastle University
97. NMITE
98. Nova Systems
99. Open University
100. PPA mechanical and electrical consulting engineers
101. Procter & Gamble
102. Pure DC
103. Queen Mary University of London
104. Ramboll
105. Royal Academy of Engineering
106. Rotork
107. RNLI
108. RWC
109. Safran Landing Systems
110. Scottish Power
111. Scottish & Southern Energy
112. Sellafield Ltd
113. Siemens Healthineers
114. Smallpeice Trust
115. SME Graduate Employment
116. Smith and Nephew
117. Smiths
118. SMS Corporate Services
119. Software Institute
120. Spirax-Sarco Engineering PLC
121. STEM Returners
122. Stirling Dynamics
123. SusHy - The EPSRC Centre for Doctoral Training in Sustainable Hydrogen
124. Thales
125. Thames Water
126. Toyota Motor Manufacturing
127. TP Group
128. Transport for London
129. Two Sigma
130. Ulster University
131. Uniper UK Ltd
132. University of Birmingham
133. University of Bristol
134. University College London
135. University of Edinburgh
136. University of Greenwich
137. University of Hull Online MSc Engineering Management
138. University of Leicester
139. University of Sheffield
140. University of Surrey
141. University of Warwick
142. Vestas Wind Systems
143. Volvo Group
144. Warwick Business School
145. Wave Energy Scotland
146. Wikifactory Ltd
147. Yasa
148. Zurich Engineering

The following activities also contribute to WES' promotion of the education of women in engineering:

- International Women in Engineering Day
- WES Annual Conference (see above)
- WES Lottie Tour (see above)
- Caroline Haslett Prestige Lecture
- WES Awards including
 - Top 50 Women in Engineering (WE50)
 - Karen Burt Memorial Award
 - WES Prize at the IET's Young Woman Engineer of the Year
- Representation at external events and in the media

International Women in Engineering Day 2022 (INWED22)

Impact Highlights



INWED is an international awareness campaign which raises the profile of women in engineering and focuses attention on the amazing career opportunities available in this exciting industry. Since its origins on the 23 June 2014 to celebrate the 95th anniversary of the Women's Engineering Society, INWED has grown enormously and 2022 was no exception, with social media engagement surpassing expectations at all levels. INWED22 attracted 14 sponsors, up a third from the previous year.

The global reach of INWED grew substantially in 2022, and the event is now a feature in the engineering industry calendar across the world from Australia to the west coast of the USA, including countries across Asia, Africa, Europe and South America. WES firmly believes that INWED will be celebrated for decades to come, with or without our input.

The INWED theme changes annually to illustrate the wide range of women engineers across the world and in 2022 the hashtag was #InventorsAndInnovators, focusing on those women engineers who would change the engineering industry for the better.

Established during the pandemic, the official INWED webinar is now a permanent fixture to engage with our many supporters internationally, with 1,098 registrants and 634 live attendees. Speakers included Dr Gillian Youngs, Eno Essien, and a panel featuring some of the Top 50 Women in Engineering 2022.

- The 2022 campaign had a potential reach of 656 million users on social media.
- INWED social media accounts gained over 1,400 new followers and saw more than 24,000 engagements.
- There were over 15,000 individual online conversations about INWED.
- #INWED22 was the number one trending topic on Twitter in the United Kingdom for most of the day.
- Top tweets from: National Security Agency (USA), Royal Aeronautical Society, Red Arrows, The British High Commission in India, Sir Patrick Vallance, Lord Alan Sugar, Australian Space Agency, NASA Langley Research Center, Kennedy Space Center, Department for Education, GCHQ, Royal Navy, Ministry of Defence, HMS Defender, Met Office, Rolls Royce, Nissan Motorsport, Mercedes AMG Petronas, Aston Martin F1, McLaren F1, Huawei, Hitachi, BT Openreach, Virgin, Sky, Dyson, LinkedIn, National Grid, Williams F1, BP and Iberdrola Renewables.
- Over 50 events were registered on the INWED website.
- 4,800 individuals made enquiries and downloaded resources from the INWED website.
- International Women in Engineering Day was reported in over 200 news stories across global media.



INWED22 Sponsors

- Amazon
- Boeing
- Cranfield University
- Cytiva
- ECITB (Engineering Construction Industry Training Board)
- FM Global
- GCHQ
- Institute of Refrigeration (IOR)
- McLaren Racing
- Mercedes-AMG Petronas Formula One
- OPITO
- Royal Academy of Engineering
- Royal Air Force
- Spectris



Awards



Caroline Haslett Lecture

The 2022 Caroline Haslett Lecture was held at the Geological Society of London on 18 January 2023. The Lecture was delivered by **Dr Bola Olabisi**, founder and CEO of the Global Women Inventors & Innovators Network. The event also celebrated our annual award winners.



Karen Burt Memorial Award

This prestigious WES award was established to encourage more women to aim for and celebrate the achievement of Chartered Engineer status. Nominations are invited from the Professional Engineering Institutions for their best newly chartered female engineer, from which a winner is chosen.

The 2022 Karen Burt Award Winner was **Dr Emma Walton** of Oxford Nanopore Technologies, nominated by the Institute of Physics (IOP). Dr Walton, who was recognised for miniaturising the functions of an entire medical laboratory with her “lab-on-a-chip” along with her active approach to promoting women in engineering, gave a presentation on her work at the Caroline Haslett Lecture.



Amy Johnson Inspiration Award

This award was created in 2016 to honour an individual not currently working in engineering or the applied sciences who has made a truly remarkable achievement in furthering diversity in these fields. The 2022 winner was **Natasha Kelly**, Program Manager at Intel Corporation. Chair of UK Women at Intel, Natasha was recognised for her dedication to promoting diversity and encouraging action to improve the number of women in leadership roles at Intel Corporation.



Men As Allies Award

Launched in 2017, this award celebrates a male engineer, or professional male working within the engineering, technical and applied sciences sectors, who has gone above the call of duty to support his female colleagues and address gender imbalance. The 2022 winner was **Stephen Gill**, Secretariat of World Refrigeration Day. A three-times runner-up, Stephen has continued to demonstrate his support for female engineers by providing mentorship and financial support through numerous programs and initiatives.

Top 50 Women in Engineering 2022

The theme for 2022 was **Inventors and Innovators**, celebrating women engineers who had created or improved a product or process and supported other women in engineering to do the same. The 2022 awards were held in association with the Guardian newspaper and Ball Corporation.

The names of the winners were published by the Guardian and announced during the online celebration of International Women in Engineering Day on 23 June 2022.

The winners were celebrated at an Afternoon Tea awards ceremony held at the Institute of Civil Engineers on 14 July 2022. The ceremony, hosted by WES CEO Elizabeth Donnelly, featured speakers from the Guardian and STEM Returners, and the awards were presented by WES Trustees Professor Vince Pizzoni and Chrisma Jain.



THE 2022 WE50 (in alphabetical order):

- Hannah Abend
Chief Operating Officer, Wood Thilsted
- Dr Tosin Adedipe-Elusakin
Technical Project Coordinator, Cranfield University
- Ruth Amos
Inventor, Stairsteady / Kids Invent Stuff
- Mercedes Ascaso Til
Principal Engineer, DLT Engineering Ltd. (formerly Dorman Long Technology)
- Eleanor Ball
Co-founder and Director, Graphic Structures
- Hani Baluch
Solutions Delivery Manager, BP
- Divya Bhanderi
Senior Engineer, Arup
- Dr Qianyu Chen
Research Fellow, University of Birmingham
- Jessica Coldrey
Digital Skills Mentor, Birmingham Open Media
- Evelyn Cropper
Technical Manager, Stirling Dynamics
- Philippa Davies
Engineering Director, Reaction Engines Limited
- Beth Dickens
Director, Quoceant Ltd
- Dr Ama Frimpong
Head of Product Development, 52 North Health
- Dr Jennifer Glover
Graduate Acoustic Consultant, AECOM
- Bethany Hall
Electrical Engineer Aerospace, Rolls Royce/Aerospace Technology Institute
- Dr Yiheng Hu
PhD researcher, University of Huddersfield
- Rowena Innocent
Group Head of STEM strategy, Spectris PLC
- Tina Irvine
Engineer, Arup
- Dr Ornella Iuorio
Associate Prof., University of Leeds
- Prof Caroline Jay
Head of Research, School of Engineering, University of Manchester
- Alice Kan
Pharmaceutical Director, Kan Do Ventures
- Prof Eiman Kanjo
Professor & Head of Smart Sensing Lab, Nottingham Trent University
- Natalie Kerres
CEO, founder, NK Technology Ltd. (SCALED)
- Palvisha Khan
EMEA Strategy and Transformation Lead, Reliance Worldwide Corporation
- Dr Alalea Kia
Research Fellow, Imperial College London
- Lucie Killen
Structural Engineer, Price & Myers
- Guneet Kohli
Engineer, Arup
- Marisa Kurimbokus
Mechanical Engineering Team Leader, Aeristech Ltd.
- Sarah Lu
PhD Researcher, University of Southampton
- Noor Mansur
Senior Electronics Engineer, Dyson Technology Ltd.
- Prof Serena Margadonna
Head of the School of Engineering & Applied Sciences, Swansea University
- Prof Gabriela Medero
Professor, Geotechnical & Geoenvironmental Engineering, Heriot-Watt University
- Dr Nausheen Sultana Mehboob Basha
Project Manager and Researcher, Imperial College London
- Prof Aline Miller
Professor and Associate Dead, University of Manchester
- Dr Sophie V Morse
Research Fellow, Imperial College London
- Dr Youmna Mouhamad
Royal Academy Enterprise Fellow 2020, Myana Naturals Ltd.
- Dr Priti Parikh
Associate Professor, Bartlett School of Sustainable Construction, Head of Engineering for International Development Centre
- Krystina Pearson-Rampeearee
Senior Flight Systems Engineer, BAE Systems
- Rachel Pether
Director of Water Utilities, Consultancy, Binnies UK
- Dr Agnieszka Rutkowska
Electrochemistry Lead, Depixus
- Prof Lidija Šiller
Professor of Nanoscale Science, Newcastle University
- Radhika Srinivasan
CEO & Founder, EcoTextura
- Swati
Director, Anant Biomedical Ltd.
- Sarah Teliani
Project Manager, Arup
- Dr Navya Thomas
Research Fellow in Membrane Crystallisation, Cranfield University
- Georgia Thompson
Assistant Design Programme Manager, BAM Nuttall
- Carolina Toczycka
Co-founder and Chief Commercial Officer, Lenz Labs
- Georgina Wharton
Director of Technology, Parkside Community School
- Jane Wright
Emerging Leaders Scheme (Decarbonisation Strategy & Engineering), Transport for London (TfL)
- Nadja Yang
President, European Young Engineers

JUDGES OF THE WE50 AWARDS

The judges for the WE50 2022 awards were as follows:



Dr Bola Olabisi

Founder & CEO

Global Women Inventors & Innovators Network (GlobalWIIN). (Head Judge)



Lauren Touré

Diversity & Inclusion Manager

Ball Beverage Packaging EMEA



Dawn Childs

CEO

**Pure Data Centres (Operations),
and President, Women's
Engineering Society**



Carl Hayward

Business Excellence Manager

Costa Express



Dr Giorgia Longobardi

CEO

Cambridge GaN Devices



Mara Makoni

Consultant, PA Consulting &
Board Member, Association
for Black Engineers



Dr Mark McBride-Wright

Founder and Managing Director
Equal Engineers, Equal Engineers



Libby Meyrick

Chief Executive

**Institution of Engineering
Designers**



Susan Robson

Principal Consultant

**National Grid & Board Member,
Women's Engineering Society**



Emily Spearman

Head of PMO

**Orsted & Board Member,
Women's Engineering Society**

WES Prize Winner



WES is a sponsor of the **WES Prize**, awarded at the *Young Woman Engineer of the Year Awards* organised by the IET. WES Trustee Dr Pauline Smith was a member of the judging panel and this year's winner was **Ezeni Bambara-Abban**, a Robotics Engineer, and the founder of two organisations, the Techover Foundation and Anime and Chill. The Techover Foundation is an international NGO that focuses on encouraging, educating, and supporting individuals from underserved communities into technology. Anime and Chill is a safe and inclusive community of people interested in anime and/or gaming to come together and network irrespective of gender, sexual orientation, or race.

Isabel Hardwich Medal



The Isabel Hardwich Medal is presented to WES Members who have made an outstanding contribution above the call of duty to the Society over a sustained period. Two medals were awarded in 2022. **Dawn Childs** was recognised for her instrumental role in steering the success of the Women's Engineering Society since becoming President in 2018.

Dr Katherine Critchley received the award in recognition of her dedicated roles as Trustee, Chair of the Events Directors' Committee, and Head Judge of the Karen Burt Memorial Award.



Gillian Skinner Award



The Gillian Skinner Award recognises 'behind the scenes' contributions to WES undertaken by volunteers. The 2022 winner was **Susan Robson**. Susan was recognised for her work with the Board of Trustees and the pivotal role she has played in the development and implementation of the WES operational strategy.

Shaping the engineering gender diversity debate in society, industry, and with government

To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

In over 100 years since the founding of the Women's Engineering Society, the need for poverty relief has mostly been removed following the introduction of the NHS and social security benefits to the UK population. In the 21st Century WES' focus is now to encourage women to enter engineering as the best way to relieve poverty, given the significantly higher than average salaries commanded by engineers. This object sits within the third pillar of the WES strategy to shape the engineering gender diversity debate.

Relieving Poverty

The Lady Finniston Endowment Fund is a fund held by WES to support women studying electrical engineering. The terms of the legacy state that only the interest in the fund can be spent and low interest rates have resulted in a very low return, so WES has not issued grants for some years. As interest rates have begun to rise, WES will consider issuing grants again in the next financial year.

WES has also been informed of a substantial legacy from Mrs Dianne Winfield, a former WES Member and Council Member who died in July 2022. The legacy is divided into two parts, one for WES to spend as it wishes and a second, restricted fund to support women who wish to study engineering. The exact amount of the legacy is unknown, but it is believed that a five-figure sum will be established as the Dianne Winfield Legacy Fund for this purpose. The Board of Trustees will determine the qualification for grant receipts once the legacy monies have been received.

Shaping the debate

Special Interest Groups

WES has developed two Special Interest Groups (SIGs) to focus on significant issues that affect women engineers. The Climate Emergency Group (CEG) was formed in 2020 from the winners of that year's Top 50 Women in Engineering, all of whom worked in sustainability. Since its formation, the CEG has featured at COP26, discussing the contribution of women engineers in responding to the climate crisis; and has formed working groups focused on the UN's Sustainability Development Goals. They are now working towards developing an open letter to government urging it to develop a top-down action plan to achieve net zero.

The Equality Diversity and Inclusion Group (EDI SIG) has worked to ensure that WES is promoting women engineers who also come from other under-represented groups as well as being female. This ensures that WES represents all women engineers and consciously seeks the perspectives of disabled and gay women as well as those from under-represented ethnicities. They are now working with other groups to create an umbrella group to reach women engineers in different sectors and specialities.

WES Heritage

A Heritage Strategy Plan, developed by the WES Heritage Manager in collaboration with the Heritage Working Strategy Group was approved by the Board of Trustees in August 2022. In line with the strategy, the Heritage Manager continues to deal with research and copyright enquiries and has regular meetings with IET archivist Anne Locker.

WES once again took part in the annual Heritage Open Days Festival, delivering Ten Women, Ten Days, a series of in-person events and online talks with guest speakers highlighting women engineers such as Maude Dickinson, Verena Holmes, Hilda Hewlett, and Jeanie Dicks. This resulted in being WES being highlighted in the Heritage Open Days' alternative New Years Honours List. Some of the talks were recorded and made available on the WES Heritage YouTube Channel.

WES has received some interesting and exciting acquisitions this year, including a black and white photo of the Wings team at Hewlett and Blondeau Ltd, Luton, dating circa 1914-19, a pristine

condition Electrical Association for Women New Colours of 3-core flexibles tea towel and papers relating to the 1984 Verena Holmes lecture.

WES has been instrumental in providing research and support to various organisations recognising past women engineers' achievements, including RAF Wittering in the naming of an aerospace facility the Hilda B Hewlett Building and Gravitilab in the naming of their newly developed launch pad after Hilda Lyon.

Whenever possible, WES has been present at the unveiling of significant tributes to past Women Engineers, for example the Blue Plaque reveal for Anne Greaves in Goole. WES was also able to confirm the provenance of a portrait at Loughborough University of Claudia Parsons, which was loaned informally by WES to Loughborough University in 2001. This loan has now been formalised and the portrait will be glazed and displayed in the Claudia Parsons Hall of Residence at the University.

WES has worked with Gillingham Library and Archive Services to co-deliver a creative writing workshop using letters from the Verena Holmes collection. Copyright permission from Verena's family has now been secured and WES is now able to move forward on editing and publishing Verena's diaries.

WES has also given its support for applications by Historic England and BAE systems on Women in Shipbuilding in Scotland and North of England for projects in 2023 and will be helping to deliver these.



FINANCIAL REVIEW

The Trustees keep income and expenditure under close review. For the financial year 2022-23 WES operated within its income. It is forecast that WES will operate within its income in 2023-24, and withdrawals from reserves will not be needed. All planned spending commitments are covered by income which is designated in the accounts. WES has a policy of only committing to new projects that are self-funding.

The Society continues to perform well above expectations in view of its size. Despite only a small staff of seven led by a Chief Executive Officer, WES is now a stable organisation that is slowly expanding in response to the demand from Members and Partners. The 2022-23 financial year saw the Women's Engineering Society's income rise above £500,000 for the first time, making WES a larger charity, with greater reporting responsibilities, and signifying that the Board's strategic direction continues to be successful. This is despite increased costs as WES emerged from the pandemic and held more in-person events.

2022-23 Financial results

Total income for the year increased by 20.7% to £511,549 (2022: £423,909), and total expenditure rose by 29.5% to £482,881 from £373,020 in 2022, resulting in a net surplus of £27,990 (2022: £50,797). Income increased significantly over the previous year, reflecting the growing number of partnerships and greater confidence after the first year of the pandemic. Expenditure also increased as WES returned to in-person events and meetings and also hired a dedicated Events and Marketing Manager.

WES was sharply aware of the effect the cost-of-living crisis was having on staff, and the Trustees agreed an across-the-board bonus of £1,000 net for all staff at Christmas at a cost of £13,826. This money was taken from reserves in recognition of the team's hard work during difficult financial circumstances. Consequently the surplus was less than it could have been, and the Board sees this as an investment in WES' employees.

Principal funding sources

WES' is funded principally by £50,849 in Donations and legacies, a decrease of 32.5% from £75,344 in 2021-22; and by £457,694 in Charitable activities, an increase of 31.6% from £347,730 in 2021-22 as follows.

Donations fell by 61% to £8,764 from the previous year's £22,386 due to the end of a grant given in 2021-22, and a significant corporate donation and individual donations given that year in memory of Sir Eric Ash. Membership income also fell by 20.5% to £42,085 from £52,958 in 2021-22. As mentioned above, this was due to recognising membership income in 2021-22 that should have been recognised in this financial year, as the increase in the number of Members indicates.

Income from Charitable activities consists of Conference and event income, up 30.7% to £107,124 from £81,971 in 2021-22; Partnership income up 29.5% to £344,070 from £265,759 in 2021-22, and £6,500 from MentorSET and STEM Returners. These resources continue to support WES' key objectives as detailed above.

Investment policy

The funds of the Society over and above those needed to manage the day-to-day activities, including reserves, the Lady Finnieston Endowment Fund and the Karen Burt Restricted Fund are currently invested in the CCLA's Charity Official Investment Fund (COIF). This offers an acceptable level of security for the capital invested and the return reflects the recent increases in current interest rates, averaging 2.05% over the year, compared with an annual average of 0.3% in previous years. The average Fund yield for the latest quarter was 3.607% p.a. and is expected to continue increasing in line with anticipated Bank of England base rate increases.

Reserves policy

WES holds reserves that are freely available to fund its general operations that are not subject to commitments, planned expenditure or other restrictions. Consequently, reserves do not include endowment funds, restricted funds and designated funds.

The need to hold reserves in case of sudden and unexpected loss of income is wise, as was demonstrated by the recent pandemic. If WES had to severely cut costs in 2023-24, WES would be liable for statutory redundancy payments over and above the contractual notice period for five staff, due to their length of service.

The Society finished the year with an increase of 10% in total reserves of £298,009 from £270,019 in 2022, of which £12,945 (2022: £12,588) is restricted and £34,574 (2022: £33,705) is in an endowment fund, resulting in £250,490 (2022: £223,726, increase of 12%) in unrestricted funds.

The certainty of WES' future income continues to increase and previous dips in cashflow have now been resolved. Income has increased considerably as the number of new partners has increased. If the rate of new partners were to begin to fall, WES has adequate income to continue to operate during such time while new sources of income could be developed.

In the event of a sustained drop in income over more than three months, WES can make cuts in staff hours or staff numbers before resorting to winding up. If WES did resort to being wound up, its assets would be transferred to a similar charity as per Article 8 in the Articles of Association. The estimated costs of closure, including a 10% contingency to cover unexpected expenditure such as staff absence, are £112,313 (2021-22 £67,790), leaving reserves of £138,177 over committed activity, restricted funds and cost of closure. This represents 106% of WES' reserves over liabilities allowing WES to meet ongoing obligations comfortably while seeking additional income.

WES' policy is to maintain a minimum of £100,000 reserves over and above closure costs. Any further monies above this level should be considered for use in developing more and better services for WES' Partners and Members to best achieve the charity's objects.

Restricted fund

The Society maintains a restricted fund which was received for the following purposes:

Karen Burt Memorial Award

Prize for the best newly chartered female engineer; award made from fund interest and further donations.

Endowment fund

The Society maintains an endowment fund which was received for the following purposes:

NEC Lady Finnieston Fund

Hardship grants for electronic engineering students starting first degree or equivalent courses who have needs over or above the norm; awards made from the fund interest. As interest rates have remained low for over a decade, no grants have been made from this Fund for some years. With the recent increase in interest rates, WES is considering whether and how it may best allocate funds in future years.

Deferred income

By the end of the 2022-2023 financial year a total of £77,712 received income was deferred to cover anticipated expenditure as follows:

Annual Conference 2023

In 2022-23 £31,147 in sponsorship and ticket sales income was deferred for the April 2023 WES Annual Conference.

International Women in Engineering Day 2023 (INWED)

The sponsorship campaign for INWED 2023 opened in the autumn of 2022 and £27,865 was deferred at the end of the financial year until June 2023.

Partnership funds

As well as the core partnership package, WES offers additional packages for companies who wish to sponsor certain events or initiatives. These funds were deferred until they could be applied to the events. If partners have not yet decided which additional package to use, the income is deferred as Partnership Funds. At the end of the 2022-23 financial year £8,500 was deferred to Partnership Funds, £6,700 was deferred for the November 2023 Student Conference and £3,500 was deferred for the November 2023 Lottie Tour, totalling £18,700.

Gifts in kind

The Society made the decision in 2022-23 to move permanently to remote working. The staff had worked from home successfully throughout the pandemic and WES used the opportunity presented by video and cloud technology to recruit new staff with the expertise required from across the UK. WES is grateful to have had the support of the IET who provided office space and other facilities at a discounted rate until 2020. The WES archive is on permanent loan to the IET Archive, and the IET continues to provide the Society's registered office address, postal services and a small amount of storage space in their warehouse at cost.

The main gifts that cannot be quantified are the valuable volunteer hours contributed to the Society by our Members. This especially applies to Trustees and Members involved with governance, many of whom are highly skilled and valuable professionals.

The Society continues to be grateful to the many Members who continue to make donations and to all those many individuals and organisations that provide time, services and support to help WES to achieve its aims.

Plans for future periods

WES is the oldest network of women engineers in the world and the largest in the UK. Its mission to support women engineers to fulfil their potential and to support the engineering industry to be more inclusive remains unchanged in over a century. Its longevity is due to WES' ability to adapt to changing circumstances in society and match its activities to the needs of the current generation, and sadly, remains necessary while only 16.5% of all engineers are women. As technology plays an ever-larger role in everyday lives, WES is finding innovative ways to use technology to support its mission.

Supporting women in engineering to fulfil their potential

WES plans to continue its programme of events to support women in engineering and to build on the success of INWED, reaching an ever-increasing global audience. WES' Membership Strategy is being implemented to encourage more women to join the Society and raise awareness of the importance of women in engineering.

The Woman Engineer

We plan to refresh our journal, The Woman Engineer, which has been published continuously every quarter since its inception in 1919. The journal will expand and contain more engineering content and we intend to make it completely digital by the end of 2024. Print copies will still be available on request for Members and will be supplied to the British Library depositories.

MentorSET

2024 marks the 20th anniversary of MentorSET, the WES mentoring programme for women engineers. Mentoring is frequently mentioned by Members and other women engineers as key to their career development and WES plans to celebrate the anniversary by expanding access to the scheme.

PPE Survey

In 2009 WES ran a survey of women engineers and their use of personal protective equipment (PPE) at work and discovered that 74% of women were wearing PPE designed for men, which is unsafe and hampers productivity. The survey was repeated in 2016 and a small improvement to 71% was found. WES plans to repeat the survey in 2023-24 and work with a specialist measuring company to measure thousands of women accurately using a web API and then design PPE that fits women properly. This will vastly improve the working lives of many women engineers. It is hoped this work will be funded by the anticipated legacy from Mrs Dianne Winfield.

Supporting the engineering industry to be more inclusive

As WES expands to become a larger charity, it is important to measure the impact that its work has on the engineering industry. WES plans to instigate a certification programme in 2023-24 for

engineering companies to objectively measure their inclusion of women engineers. The scheme will benchmark engineering companies' inclusion of women in engineering and encourage them to develop plans and policies to attract more women engineers. Companies are keen to recruit and retain women engineers but find the practicalities difficult in a male-dominated industry. It is hoped that this certification scheme will provide companies with an understanding of the issue. In time the Society plans to develop greater practical support for companies to address the lack of women engineers. WES is working with Network Rail's leadership programme to develop the scheme and aims to launch it in the next financial year.

Shaping the engineering gender diversity debate in society, industry, and with government

The introduction of the Special Interest Groups has increased WES' influence in society, including WES' involvement at COP26 in November 2021. The Group intends to build on its work in the next financial year to demonstrate that women in engineering will be key to addressing the issues arising from climate change.

The WES Equality, Diversity and Inclusion Group is working to identify the myriad of women engineering organisations and aims to create a network of these organisations to learn from each other, share best practice and work together.

WES plans to create a Special Interest Group in the next financial year to work more closely with the professional engineering institutions (PEIs). This will support the institutions to be more inclusive of women engineers and will increase WES' influence on engineering policy and education.

Going concern

On assessing WES' ability to continue to adopt the going concern basis of accounting, trustees considered all available information about the future at the date they approved the accounts, including the 2022-23 budget and forecasts for income, expenditure and cash-flows.

WES performed very well in the last financial year, with an increase in income of 20.7% due to increased engagement with corporate partners and increased income from sponsorship, more than recouping the income lost during the first year of the pandemic. This took WES' income above £500,000 for the first time, making WES a larger charity. The 29.5% increase in expenditure reflected the costs of returning to in-person events and meetings. These investments yielded great success for WES as reflected in the surplus of £27,990 (2022: £50,889). WES' finances remain stable, and WES is ideally placed to continue its expansion. The surplus of £28,000 could have been higher, but the Board used some reserves to give all employees a net £1,000 bonus in December 2022 to reflect the higher costs of living.

Having made the decision to move to permanent remote working, a monthly in-person team meeting in London has been established to encourage positive relationships between team members. The Chief Executive Officer has also instigated a schedule of weekly one-to-one half-hour chats between the staff so that they can connect socially with each other.

Forecasts for the 2023-24 financial year are very positive, as the dedicated Partner Managers reach out to more engineering firms who are keen to improve their attraction to women engineers. WES'

expenditure has risen as the Society employed an Events and Marketing Manager and as WES has returned to in-person events; however, these costs are being met from sponsorship and other income, and the overheads remain low due to homeworking. The Board notes that WES will receive a substantial six-figure legacy in 2023-24 and will therefore consider returning some funds to the reserves in the next financial year.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Society maintains a Risk/Opportunity Register which reviews major risks and establishes mitigation systems and activities to reduce/eliminate those risks. A key element in the management of financial risk is the setting of the reserves policy and its annual review by the Trustees.

The Trustees have assessed the major risks to which the Society is exposed, in particular those related to the operations and finances of the company and are satisfied that systems and procedures are in place to mitigate WES' exposure to the major risks.

Structure, governance and management

Governing document

The Women's Engineering Society was founded in 1919 and is a charitable company, limited by guarantee, as defined by the Companies Act 2006. The Society is governed by its Articles of Association, amended in 1970, 1991, 2006, 2014 and 2020. In the event of WES being wound up, Members are required to contribute an amount not exceeding £1. All trustees give their time voluntarily and receive no benefits from the charity.

Structure

The Directors of the company are also Trustees of the charity. The Trustees are responsible for the overall administration of the charity and for making strategic decisions. They meet bi-monthly online and communicate by e-mail and telephone conference as required between meetings. This reduces costs and the carbon footprint of the Board Members travelling to meetings.

The Trustees consult widely with WES stakeholders every three years on the direction of the charity to produce a strategic plan. The current strategy runs from 2021-2024 and the next consultation period will begin in the 2023-24 financial year. Implementation of the strategy is carried out by an executive team of paid staff, comprising a Chief Executive Officer (CEO), seven support staff who all report directly to the CEO, and several contracted professionals.

Election and Appointment of New Trustees

The Board is comprised of the President, nine Elected Directors and up to three Co-opted Directors. The President and Elected Directors are elected for a period of three years in thirds by a ballot of all Members and the ballot results are announced at the Annual General Meeting in October. Elections were held in October 2022 for vacancies arising as the terms of three Directors came to an end.

Following the closure of nominations, 12 Members put themselves forward for election as Directors and, in line with Article 25.4.6, an election took place in October 2022. Sarah Haslam MBE, Dr Tosha Nembhard and Professor Vincenzo Pizzoni topped the poll and were elected for a term of three years from 2022-2025.

The Co-opted Directors are appointed by the Board for a one-year term which may be extended on an annual basis for a maximum of six years. Co-opted Directors need not be engineers or Members of the Society and are appointed for their expertise to support WES.

An induction programme is provided for Trustees joining the Board, including one-to-one meetings with the President, Chief Executive Officer and other relevant members of the Board and staff. Trustees are provided with an induction pack containing essential information to familiarise themselves with WES' operations.

Staff

WES welcomed two new team members in 2022-2023: an Events and Marketing Manager, and a new Partnership Manager.

Chief Executive Officer	Elizabeth Donnelly, MSc FRSA MRAS	
	MINCOSE	
Executive Assistant to the CEO	Anna Pluck	
Events and Marketing Manager	Candi Colbourn	from April 2022
Heritage Officer	Helen Close	
Membership Manager	Tristan Holland	
Operations Officer	Jennie Diston	
Partner Managers	Kathryn Tighe	
	Richard Moore	to June 2022
	Meurig Lloyd	from August 2022
Contractors		
Bookkeeper	Wild Bookkeeping	to July 2022
	CB Accounting	from August 2022
Editor, The Woman Engineer	Lynn Postle	
Marketing and Communications	Genius Marketing	

Remuneration policy for key management personnel

The pay and remuneration of the Chief Executive Officer is reviewed annually by the Board. Consideration is given to the current cost of living, the level of pay rises for the staff and the Chief Executive Officer's performance. The Board considers the Chief Executive Officer's pay and remuneration reflects current market pay for charities of a similar size and sector.

Statement of responsibilities of the trustees

The Trustees (who are also Directors of the Women's Engineering Society for the purposes of company law) are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of its income and expenditure for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's independent examiner is unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiner is aware of that information.
- The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

None of the Trustees had any beneficial interest in any contract to which the Society was party during the year.

The Board of Trustees' annual report has been approved by the Trustees on 19 July 2023 and signed on their behalf by



Dame Dawn Childs
DBE FREng
President, Women's Engineering Society

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2023.

Respective Responsibilities of Trustees and Examiner

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

1. the accounting records were not kept in accordance with section 130 of the Charities Act; or
2. the accounts did not accord with the accounting records; or
3. the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Silvia Vitiello
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants
4 Victoria Square
St. Albans
Hertfordshire
AL1 3TF

Date: Sep 6, 2023

Women's Engineering Society
Year Ended 31 March 2023
Statement of Financial Activities

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2023 £
Income and endowments from:					
Donations and legacies	2	50,849	-	-	50,849
Charitable Activities	3	457,694	-	-	457,694
Investment Income	5	3,006	-	-	3,006
Total		511,549	-	-	511,549
Expenditure on:					
Raising funds	6	88,907	-	-	88,907
Charitable activities	7	379,148	1,000	-	380,148
Transfer	13	2,226	(1,357)	(869)	-
Cost of living bonus	13	13,826	-	-	13,826
Total		484,107	357	(869)	482,881
Net income/(expenditure)		27,442	357	869	28,668
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(678)	-	-	(678)
Net movement in funds		26,764	357	869	27,990
Reconciliation of funds:					
Total funds brought forward	13	223,726	12,588	33,705	270,019
Total funds carried forward	13	250,490	12,945	34,574	298,009
Income and endowments from:					
	Notes	Unrestricted Funds £ Restated	Restricted Funds £	Endowment Fund £	Total 2022 £ Restated
Donations and legacies	2	75,344	-	-	75,344
Charitable Activities	3	347,730	-	-	347,730
Other Trading Activities	4	760	-	-	760
Investment Income	5	75	-	-	75
Total		423,909	-	-	423,909
Expenditure on:					
Raising funds	6	112,792	-	-	112,792
Charitable activities	7	259,228	1,000	-	260,228
Total		372,020	1000	-	373,020
Net income/(expenditure)		51,889	(1,000)	-	50,889
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(92)	-	-	(92)
Net movement in funds		51,797	(1000)	-	50,797
Reconciliation of funds:					
Total funds brought forward	13	171,929	13,588	33,705	219,222
Total funds carried forward	13	223,726	12,588	33,705	270,019

The charitable Company's income and expenditure all relates to continuing operations. The notes of page 43 to 51 form part of the financial statements.

Women's Engineering Society
Year Ended 31 March 2023

Balance Sheet at 31 March 2023
Company number: 00162096

	Notes	31 March 2023		31 March 2022	
		£	£	£	£
Fixed assets:					
Tangible assets	10	6,247		6,775	
Total fixed assets		6,247		6,775	
Current assets					
Debtors	11	137,916		130,888	
Cash at bank and in hand		284,084		230,202	
Total current assets		422,000		361,090	
Liabilities					
Creditors: Amounts falling due within one year	12	(130,238)		(97,846)	
Net current assets			291,762		263,244
Net assets			298,009		270,019
The funds of the charity:					
Unrestricted funds	13	250,490		223,726	
Restricted funds	13	12,945		12,588	
Endowment funds		34,574		33,705	
Total Charity funds	13		298,009		270,019

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:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company 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.

The accounts on pages 39 to 51 were approved and authorised for issue by the Board of Trustees on 19 July 2023 and signed on their behalf by:



Dawn Childs

President, Women's Engineering Society

The notes of pages 43 to 51 form part of these financial statements.

Women's Engineering Society
Year Ended 31 March 2023

**Statement of Cash Flows for the
year ended 31 March 2023**

	31 March 2023		31 March 2022	
	£	£	£	£
Cash flows from operating activities:				
Net income for the year as per the Statement of Financial Activities	27,990		50,797	
Adjustments for:				
Depreciation	(2,958)		1,266	
(Increase)/decrease in debtors	(7,028)		(60,510)	
Increase/(decrease) in creditors	32,392		21,535	
Net cash generated from operating activities		50,396		13,088
Cash flows (used in)/generated from investing activities:				
Net movements in costs of tangible fixed assets	3,486		(2,697)	
Net cash used in investing activities		3,486		2,697
Change in cash and cash equivalents in the year		53,882		10,391
Cash and cash equivalents at the beginning of the year		230,202		219,811
Cash and cash equivalents at the end of the year		284,084		230,202

WOMEN'S ENGINEERING SOCIETY YEAR ENDED 31 MARCH 2023

Notes to the financial statements

1. Accounting policies

General information

The Women's Engineering Society is a Company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the Company information.

The financial statements are presented in Sterling and this is the functional currency of the Charity.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011.

The financial statements have been prepared under the historical cost convention.

Going concern

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern including the ongoing impact of Covid-19 pandemic. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and impact on income sources.

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.

Conference and event income, partnership income, grants and large single donations have been treated as income in the year they have been earned or deferred to the accounting period in the year the service will be provided unless agreed by the donors.

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.

Fund accounting

Unrestricted Funds are considered by the Directors as funds coming into the Charity and held in reserves to provide for the services of the Charity. Restricted funds are considered by the Directors to be funds that are granted to the Charity with certain additional requirements to provide specific charitable activities. Accounting for restricted activities is maintained separately to unrestricted funds, being reported separately to the commissioning bodies as required under the terms of the grant.

Cash and cash equivalents

Cash and cash equivalents are 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.

Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Electronic Equipment 20% of cost

VAT

The Charity is registered for VAT. Irrecoverable VAT is included in the cost of the item to which it relates.

Creditors

The Charity seeks to pay all creditors within agreed credit terms.

Leased Assets

Rental applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the income and expenditure account as incurred.

Governance Costs

Board expenses, insurances, clinical supervision, HR support and audit fee incurred are reported to comply with constitutional or statutory requirements of the Charity.

Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets such as trade and other debtors and short term investments (notice period not exceeding 3 months) and financial liabilities such as trade and other creditors. Basic financial instruments are initially recognised at transaction value and then subsequently measured at their settlement value.

Judgements in applying accounting policies and key sources of estimation uncertainty

Due to the nature of the charitable company's activities and financial statements, the Trustees do not consider there to be any significant judgements or sources of estimation uncertainty which could influence the reader's understanding of the financial statements.

Prior year restatement

Prior year restatements are accounted for by restating the comparative figures for the preceding period in the primary statements and notes.

Pension costs

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.



Women's Engineering Society
Year Ended 31 March 2023

**Notes to the financial statements
(continued)**

	2023 Unrestricted Funds £	2022 Unrestricted Funds £
2. Donations and legacies		
Donations	8,764	22,386
Membership	42,085	52,958
	50,849	75,344
	2023 Unrestricted Funds £	2022 Unrestricted Funds £
3. Charitable activities		
Conference and event income	107,124	81,971
Partnership income	344,070	265,759
Mentorset income	4,300	-
Stem Returners income	2,200	-
	457,694	347,730
	2023 Unrestricted Funds £	2022 Unrestricted Funds £
4. Other trading activities		
Mentorset income	-	640
Stem returners income	-	120
	-	760
	2023 Unrestricted Funds £	2022 Unrestricted Funds £
5. Investment income		
Bank interest received	3,006	75
	3,006	75

Women's Engineering Society
Year Ended 31 March 2023

**Notes to the financial statements
(continued)**

	Notes	2023 Unrestricted Funds - £	2022 Unrestricted Funds - £ Restated
6. Raising funds			
Grant costs		-	500
Membership related costs		27,632	26,733
Project Costs		-	15,831
General Support costs	8	5,914	6,965
Employee costs	8	52,111	58,521
Travel costs	8	1,417	807
Finance costs	8	1,340	2,490
Governance costs	8	493	945
		<u>88,907</u>	<u>112,792</u>

	Notes	Promote the education of women £	To advance the education of the public £	To relieve poverty amongst women £	Support Costs £	Governance Costs £	2022/23 Total £
7. Charitable activities							
Event costs		15,197	34,686	-	597	-	50,480
Project costs		-	1,776	-	-	-	1,776
MentorSET costs		5,988	-	-	-	-	5,988
Awards		-	2,000	-	-	-	2,000
Promotional costs		-	8,840	-	-	-	8,840
General Support costs		-	-	-	22,546	367	22,913
Employee costs		-	-	-	265,259	-	265,259
Travel costs		-	-	-	13,164	43	13,207
Finance costs		-	-	-	5,181	-	5,181
Regulatory costs		-	-	-	-	492	492
Directors' Expenses		-	-	-	-	592	592
Independent Examiners Fees		-	-	-	-	3,420	3,420
		<u>21,185</u>	<u>47,302</u>	<u>-</u>	<u>306,747</u>	<u>4,914</u>	<u>380,148</u>
Support Costs	8	23,554	267,047	16,146	(306,747)	-	-
Governance	8	300	4,214	399	-	(4,914)	-
		<u>45,039</u>	<u>318,563</u>	<u>16,545</u>	<u>-</u>	<u>-</u>	<u>380,148</u>

Included in 2023 Awards is £1,000 (2022: £1,000) relating to restricted funds.

Women's Engineering Society
Year Ended 31 March 2023
Notes to the financial statements
(continued)

		Promote the education of women £ Restated	To advance the education of the public £ Restated	To relieve poverty amongst women £ Restated	Support Costs £ Restated	Governance Costs £ Restated	2021/22 Total £ Restated
7. Charitable activities							
Event costs		7,039	20,804	-	676	-	28,519
Project costs		-	16,170	-	-	-	16,170
MentorSET costs		4,792	-	-	-	-	4,792
Awards		-	1,000	-	-	-	1,000
Promotional costs		-	9,400	-	-	-	9,400
General Support costs		-	-	-	17,692	-	17,692
Employee costs		-	-	-	162,735	-	162,735
Travel costs		-	-	-	3,466	-	3,466
Finance costs		-	-	-	10,605	-	10,605
Regulatory costs		-	-	-	-	1,500	1,000
Directors' Expenses		-	-	-	-	525	525
Independent Examiners Fees		-	-	-	-	3,824	3,824
		11,831	47,374	-	195,174	5,849	260,228
Support Costs	8	15,314	169,909	9,951	(195,174)	-	-
Governance	8	841	4,645	363	-	(5,849)	-
		27,986	221,928	10,314	-	-	260,228

Included in 2023 Awards is £1,000 (2022: £1,000) relating to restricted funds.

	Notes	Support Costs £	Governance Costs £	2022/23 Total £
Note 8 - Support & Governance Costs				
Event costs		597	-	597
General Support costs		28,460	407	28,867
Employee costs		317,370	-	317,370
Travel costs		14,581	48	14,629
Finance costs		6,521	-	6,521
Regulatory costs		-	547	547
Directors' Expenses		-	605	605
Independent Examiners Fees		-	3,800	3,800
		367,529	5,407	372,936
Raising Funds	6	60,782	493	61,275
Charitable Activities	7	306,747	4,914	311,661
		367,529	5,407	372,936

Women's Engineering Society
Year Ended 31 March 2023

**Notes to the financial statements
(continued)**

	Notes	Support Costs £ Restated	Governance Costs £ Restated	2021/22 Total £ Restated
Note 8 - Support & Governance Costs				
Event costs		676	-	676
General Support costs		24,654	-	24,566
Employee costs		221,256	-	221,256
Travel costs		4,273	-	4,273
Finance costs		13,094	-	13,094
Regulatory costs		-	1,508	1,508
Directors' Expenses		-	638	638
Independent Examiners Fees		-	4,648	4,648
		<u>263,953</u>	<u>6,794</u>	<u>270,751</u>
Raising Funds	6	68,783	945	69,728
Charitable Activities	7	195,174	5,849	201,023
		<u>263,957</u>	<u>6,794</u>	<u>270,751</u>

9. Employee costs

**Analysis of staff costs, Trustee remuneration
and expenses**

	2023 - £	2022 - £
Wages and salaries	288,593	185,821
Social security costs	15,606	14,864
Pension costs	10,315	4,521
Other costs	2,855	16,050
	<u>317,369</u>	<u>221,256</u>

Trustees' Expenses

There was £592 (2022: £638) of trustees' expenses reimbursed to four trustees in the year ended 31 March 2023.

Average number of employees by activity

	2023	2022
CEO	1	1
Office Staff	7	5
	<u>8</u>	<u>6</u>

There was no remuneration paid to trustees in the year ended 31 March 2023, nor the year ended 31 March 2022. The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023 No	2022 No
£60,001 - £70,000	1	1

Women's Engineering Society
Year Ended 31 March 2023
Notes to the financial statements
(continued)

10. Tangible fixed assets	Electronic Equipment - £	Total - £
Cost		
At 1 April 2022	17,323	17,323
Additions	2,728	2,728
Disposals	(6,214)	(6,214)
At 31 March 2023	13,837	13,837
Depreciation		
At 1 April 2022	10,548	10,548
Charge for the year	2,578	2,578
Depreciation eliminated on disposal	(5,536)	(5,536)
At 31 March 2023	7,590	7,590
Net Book Value		
At 31 March 2022	6,775	6,775
At 31 March 2023	6,247	6,247

11. Debtors	2023 - £	2022 - £
Trade debtors	121,183	111,440
Prepayments and accrued income	16,733	19,448
	137,916	130,888

12. Creditors: Amounts falling due within one year	2023 - £	2022 - £
Trade creditors	5,588	2,264
Social security and other taxes	39,895	30,356
Accruals and deferred income	84,755	63,370
Other creditors	-	1,856
	130,238	97,846

12. Creditors: Amounts falling due within one year continued

Deferred income movement:		
Deferred income b/fwd		58,130
Utilised in the year		(58,130)
Deferred movement increase in the year		77,712
Deferred income c/fwd		77,712

Women's Engineering Society
Year Ended 31 March 2023

Notes to the financial statements (continued)

13. Movement in funds

	Movement in resources						Balance 31 March 2023 £
	Balance 01 April 2022 £	Income £	Expenditure £	Cost of Living bonus £	Gains/ losses £	Transfers £	
Unrestricted funds							
General funds	223,726	511,549	(468,055)	(13,826)	(678)	(2,226)	250,490
Restricted funds							
Karen Burt Memorial	12,588	-	(1,000)	-	-	1,357	12,945
Endowment funds							
NBC - Lady Finnieston	33,705	-	-	-	-	869	34,574
	<u>270,019</u>	<u>511,549</u>	<u>(469,055)</u>	<u>(13,826)</u>	<u>(678)</u>	<u>-</u>	<u>298,009</u>

14. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023	Total 2022
Fixed Assets	6,247	-	-	6,247	6,775
Current assets					
Debtors	137,916	-	-	137,916	130,888
Cash and cash equivalent	236,565	12,945	34,574	284,084	230,202
Current liabilities					
Falling due within one year	(130,238)	-	-	(130,238)	(97,846)
	<u>250,490</u>	<u>12,945</u>	<u>34,574</u>	<u>298,009</u>	<u>270,019</u>

15. Share capital

The charitable Company is limited by guarantee with each of its members liable to contribute £1 in the event of its being wound up.

16. Related party transactions

There were no related party transactions in the year ended 31 March 2023 (2022: none).

17. Control

The Board of Trustees are deemed to be the controlling party.

18. Analysis of cash and cash equivalents

	Total 2023	Total 2022
Cash in hand	284,084	230,202
Total cash and cash equivalents	<u>284,084</u>	<u>230,202</u>



Women's Engineering Society



2022/23
Annual
Report


WES Annual Report 2022-23

Final Audit Report

2023-09-06

Created:	2023-08-31
By:	Elizabeth Donnelly (ceo@wes.org.uk)
Status:	Signed
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"WES Annual Report 2022-23" History

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2023-08-31 - 11:32:26 AM GMT
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WOMEN'S ENGINEERING SOCIETY

England & Wales - Charity number 1008913

Accounts



Women's Engineering Society



2021/22
Annual
Report

CONTENTS

WOMEN'S ENGINEERING SOCIETY YEAR ENDED 31 MARCH 2022

Legal and Administrative Information

The Women's Engineering Society is registered as a charity and is a company limited by guarantee governed by its Memorandum and Articles of Association.

Charity No. 1008913, Company No. 00162096

Directors/Trustees

The directors of the Charitable company (the Charity) are its trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the trustees.

The trustees who served during the year were as follows:

Trustees:

Dawn Childs FREng	
Paul Cliff	
Dr Katherine Critchley	
Professor Elena Gaura	Elected 23rd October 2021
Chrisma Jain	
Emma Nicholson	
Professor Vincenzo Pizzoni	Appointed 6th November 2021
Susan Robson	
Mamta Singhal	Elected 23rd October 2021
Emily Spearman	Elected 23rd October 2021
Dr Pauline Smith	
Adriana Vargas-Colwill	
Alexandra Louise Knight	Resigned 23/10/2021

Registered Office and Principal Office:

Futures Place,
Kings Way,
Stevenage,
Hertfordshire.
SG1 2UA

President:

Dawn Childs FREng

Independent Examiner:

Moore Kingston Smith LLP
4 Victoria Square
St Albans,
Hertfordshire.
AL1 3TF

INTRODUCTION FROM THE PRESIDENT

The entire year was played out under the backdrop of COVID with ever changing rules and an understandable lack of clarity around whether events should be virtual or could be in-person. This has of course made for a challenging year for WES and for our stalwart group of amazing volunteers and staff. Nonetheless, even within these trying circumstances we have continued to deliver impactful events, offer support, and engage women engineers.

With this COVID backdrop it was fitting that the 2021 WES Annual Conference was themed 'Serving Society'. It is due to the efforts of so many engineers and scientists that we can finally start to look with cautious optimism at the future because although we may not have COVID completely beaten, we do have it under some level of control. Given the circumstances, the conference was a great success, enjoying the amplifying effect of a virtual forum with its ability to reach a far wider audience. However, the networking benefits of a face-to-face event were missed.

INWED was phenomenal in 2021. I was concerned that we may lose some traction due to the challenges of the pandemic, but I was very pleased to have been proved completely wrong! The breadth, depth and geographical reach of the events was staggering. The impact report made for very impressive reading with a potential reach of over half a billion.

With this increasing reach of our Society, it is important that the central WES team, led by our CEO, have a clear set of operating model priorities that sit underneath a meaningful strategic architecture to ensure we have the right infrastructure to enable our volunteer and staff teams to contribute as effectively and efficiently as possible. We know that there have been some elements that were not working well in our set up (and in some cases proving to be barriers to success) and thus knew that it was essential to understand from you what these were and where you thought we should be focusing our efforts. Consequently, one of the cornerstones of the Society's efforts this year was to create a strategy that was fit for purpose and that would drive us forward. We took a dynamic and stakeholder-informed approach because we wanted our strategy process to be iterative and influenced by all of us.

In January we launched a survey to find out what our members thought of WES and where they would like WES to be going. Behind the scenes we had also started face-to-face interviews with our staff, patrons, committees, and boards; and we also reached out to our clusters and volunteer groups. The purpose of all this engagement was to feed the strategy review with the voice of our WES community. Insights gathered enabled the Board to have rich discussions on the direction of – and operations at – WES to ensure we continue to align our collective aspirations to those of the members we serve. We hope this approach helped everyone associated with WES feel more connected to each other and to shared goals, whilst providing guardrails that empower decision making at all levels and nodes of the organisation.

The outcome of the engagement activity and reviews was a very clear architecture that now forms the basis of everything we do at WES and how we do it. It sets out what we are aiming to achieve (our vision), how we are setting about achieving that (our mission) and where our focus will be (our strategic priorities). Unsurprisingly our first two strategic priorities focus on our internal key stakeholders: our members and our partners; whilst the third looks more outwardly to focus on how we influence and collaborate with external key stakeholders such as policy makers and Government.

With the new strategy in place, we held the first Trustee elections under the revised structure seeing a smaller churn of Trustees. This is helpful because it gives us the much-needed stability to see the strategy work into execution through the Directors' Committees. I am hopeful that we can now all use the new strategy to drive forward and continue to build on the traction made throughout 2021 (despite the challenging environment). Hopefully, we will get the mix of events right and enjoy some face-to-face events whilst still leveraging the multiplying effect of virtual forums throughout 2022.



Dawn Childs
FREng MA MDA CEng FICE FIMechE FRAeS FWES
President, Women's Engineering Society



“INWED was phenomenal in 2021. I was concerned that we may lose some traction due to the challenges of the pandemic, but I was very pleased to have been proved completely wrong!”

Dawn Childs
President,
Women's Engineering
Society



REPORT FROM THE CHIEF EXECUTIVE OFFICER

Despite the continuing issues associated with the pandemic, 2021-22 was a fantastic year for the Women's Engineering Society. The staff remained working from home and once again all events were held online, however we were finally able to meet in person from September 2021. The team met monthly thereafter and occasionally we were joined by one of the Trustees.

This has made a huge difference in getting to know the team, many of whom joined us in the last year. We recruited Richard Moore and Kathryn Tighe as two new Partner Managers and Jennie Diston as a new Operations Officer and had appointed Candi Colbourn as a new Events Manager by the end of the year to start in April 2022. Sadly, we said goodbye to our Partner Manager, Beatrice Pryor who decided to return to acting and drama.

Our themes for 2021 were Engineering Heroes and Serving Society and we were able to celebrate 50 Engineering Heroes who provided valuable support during the pandemic, as well as in disaster and emergency situations. The Top 50 Women in Engineering is one of my favourite WES activities because we get to see so many brilliant women engineers making a big difference. Once again, we celebrated virtually and posted the trophies out to our winners. It is planned to hold the 2022 celebration in person.

International Women in Engineering Day was even more of a success in 2021 than in the previous year. We hired a women-led marketing company, Genius Marketing, to deliver the INWED campaign and it succeeded beyond our wildest dreams. Our potential reach on Twitter rose by 410% from 103 million in 2020 to 526 million in 2021 and we trended at No 1 on Twitter in the UK for most of the afternoon. Our webinar became truly global as almost 1,000 people registered to attend, and over 500 of them showed up. As a result, we have now hired Genius to manage the WES marketing and a revamped website is on the way.

Both the Annual Conference and the Student Conference were held online, and we heard keynote contributions about the pandemic from Professor Catherine Noakes OBE and Dr Hayaatun Sillem CBE at the Annual Conference. The Student Conference focused on Life Lessons from Engineering, with a keynote speech from Chi Onwurah MP, and five of the 2021 WE50 winners joined a panel to discuss using ingenuity to nurture finite resources.

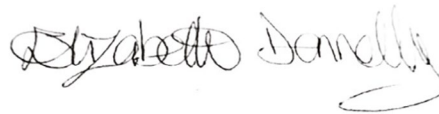
Dame Jo da Silva, another 2021 WE50 winner, gave the Caroline Haslett Lecture, focusing on the support engineers give when arriving in disaster zones. At the behest of BAE Systems, we held the first ever Apprentices Showcase to show girls (and boys) from Year 10 on what engineering apprenticeships look like and they were able to ask questions of some female apprentices.

Joining the McLaren Racing Engage Alliance in June 2021 was the first indication that WES is now able to command support from the best in the engineering industry. We signed up for a two-year programme with the Smallpeice Trust, Creative Access and Equal Engineers to support McLaren

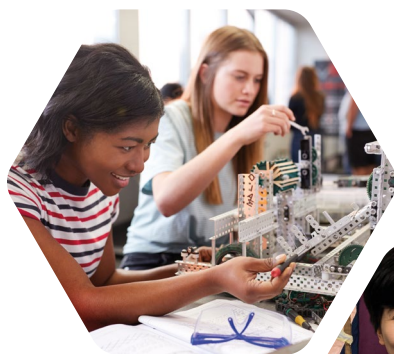
Racing as they pursue excellence on the racetrack by inviting more diversity into their business. Our partnership numbers increased by 20% and our income by 52% on the previous year, and we continue to attract more organisations looking to hire more women engineers, as evidenced by the 66% increase in job advertising since 2021.

Financially we achieved a surplus of over £50,000 during the year, stabilising WES' finances. This is testament to the hard work of the staff and volunteers over the last year to deliver successful events and projects in difficult circumstances. Almost all the income lost during the first year of the pandemic has now been recouped, and WES' future is bright. We invested some income in a much-needed Customer Relationship Management (CRM) system, to improve productivity and many activities are now automated, reducing administration and freeing up time to work on partner and member benefits.

We welcomed the news from Engineering UK on 8 March 2022, International Women's Day, that 16.5% of all engineers are women, up from 10% in 2010. This represents an increase from 562,000 women to just under 1 million women. It's still not enough, but there is a lot of potential for more women to become engineers.

Elizabeth Donnelly,
MSc FRSA MRAeS MINCOSE
Chief Executive Officer



“Despite the continuing issues associated with the pandemic, 2021-22 was a fantastic year for the Women's Engineering Society”

Elizabeth Donnelly

Chief Executive Officer,
 Women's Engineering Society



WES MEMBERSHIP

WES offers four types of Membership as follows:

Individual Members who pay an annual fee for Membership. There are various classes, including Associate Membership, Student Membership and Concessionary rates.

Supporters receive our newsletter but pay no fee and are not entitled to participate in WES governance.

Sponsored Members are supported by their employer or education facility who pay their Membership fees. They have all the rights of individual Members.

Patrons, Honorary Members and Fellows are individuals who are invited to join WES due to their place in the engineering community, their contribution to engineering, or in the case of Fellows, have shown meritorious achievements in engineering. Fellows pay a higher fee to the Society whereas Patrons and Honorary Members do not pay fees.

Table 1: WES Membership Figures 2021-22

Membership Type	March 2021	March 2022	% change from 2021
Members	882	930	+5.5%
Supporters	711	233	-68.6%
Sponsored	542	708	+30.6%
Patrons, Honorary Members and Fellows	86	96	+11.6%
TOTAL	2,221	1,957	-11.8%
TOTAL PAYING MEMBERS	1,530	1,715	+12.1%

New Membership System

In September 2021, WES purchased Salesforce, a Customer Relationship Management system, to manage the growing administration of memberships and partnerships. Teething problems related to closing the previous membership system have persisted throughout the rest of the financial year, but it is expected these will be resolved in the next financial year. With the closure of the previous system, the number of supporters was found to include out-dated historic data which was cleansed, resulting in a reduced number of supporters. While this means the overall membership numbers have fallen, there has been a 12.1% increase in paying members from 1,530 to 1,715.

The biggest increase in membership has come from our Partner-Sponsored Members, rising by 30.6% reflecting the increase in organisations and companies partnering with WES over the last financial year, and in existing partners encouraging their female engineers to take up WES Membership. There has been a moderate increase of 5.5% of individual Members and a greater increase is anticipated in the forthcoming financial year as part of a planned Membership recruitment strategy.

Regional Clusters

WES has regional clusters to support Members at a local level and this work is undertaken supported through the volunteer efforts of our Cluster Coordinators. WES is sharing practice across the UK to encourage increased regional networking including with other regional groups and networks and local companies.

As of the end of March 2022, there were sixteen active Clusters:

Berkshire	Kent	Scotland
Bristol, Bath, Gloucestershire & Somerset	London	South Coast
Cumbria and Lancashire	Manchester	Surrey and Sussex
Heart of England	Merseyside & Wirral	Tees & Tyneside
Hertfordshire, Bedfordshire & Buckinghamshire	Midlands	Wales
	Northern Ireland	

Annual Conference 2021

The 2021 Annual Conference was held online from 20-21 April, sponsored by Amazon, BAE Systems, the Dyson Institute, and Ford.

There were many candid and inspiring presentations from a wide range of speakers highlighting how engineers are actively 'serving society'. Specifically the Conference highlighted the numerous ways engineers had responded to the pandemic, raising the profile and expectations of engineering to the public.

Opening the Conference, WES President Dawn Childs said: "There has been great input from engineers and particularly women engineers over the past year to navigate us through a shocking period." The keynote presentation from Professor Catherine Noakes OBE showcased her cross-discipline research into how people are exposed to pathogens and pollutants in buildings and how to design effective engineered controls. Professor Noakes is one of a small group of people in the world who work in this area, whose expertise was called on to tackle the pandemic. "Never in our history has there been such mass media coverage of science, engineering and technology," she enthused. "Also, I have never seen interdisciplinary work like this – I've now got a huge network of people."

Dr Hayaatun Sillem CBE, CEO of the Royal Academy of Engineering, gave the keynote address on the second day of the Conference. She detailed the many programs the RAEng had instigated during the past year to deliver advice and support alongside scientific advice in the UK and

internationally. She also echoed the sentiment of other speakers: “We don’t tell the story enough. Policymakers need to understand what engineers do and how they can help.” Dr Sillem completed her presentation by saying, “This crisis is a turning point for diversity and inclusion. Despite the challenges and enormous difficulties of the past year, we have undergone learning and changes that can help us move forward. Flexible working, mental health, focus on resilience, greater collective acknowledgement with regards racism and sexism. The shape of work and our industrial base is changing fast, and upskilling is vital. We have raised our ambitions.”

All of the speakers gave candid and often very personal presentations which highlighted the pivotal commitment engineers have made serving society to combat a pandemic and drive the economy forward. Many practical projects emphasised the enormous contribution that engineering makes to our daily lives, most notably during times of crisis, while also noting that all these ‘wonder women’ have home lives – family, partners, children. It is time the world recognised the roles women engineers play in providing solutions to day to day living and on a grand humanitarian scale. Breakout network sessions were also held throughout the two days of the virtual annual conference, and there were some very thought-provoking discussions.

Membership Engagement

WES provides three Boards for Members starting out in engineering, the **Early Careers Board**, the **University Groups’ Board** and the **Apprentices’ Board**. These Boards give young women valuable experience in committee work and governance, allowing Members to progress to the Directors’ Committees and the Board of Directors, which also assists them in their work life. WES benefits from the perspective and viewpoint of our younger Members, giving us valuable diversity.

Early Careers Board

The Early Careers Board (ECB) organised two competitions for INWED 2021 following the theme of Engineering Heroes. The Draw an Engineer Competition asked Key Stage 1 & 2 school pupils to create a version of a Top Trump card, listing the top 5 qualities of their engineering hero. The Poster Competition encouraged 11-18 year old pupils to present their idea of an engineering hero or to research a real-world engineering hero. A fantastic number of creative entries was received for both the Draw an Engineer Competition (247) and the Poster Competition (19). Future plans for competitions include shifting the target audience to students, apprentices and graduates to give them an opportunity to explore topics outside their everyday focus and to develop their skills in presenting scientific ideas.

The ECB supported the Graduate Engineering Engagement Programme (GEEP) run by the Royal Academy of Engineering in partnership with Windsor Fellowship. The GEEP aims to increase the transition of engineering graduates from diverse backgrounds into engineering employment. Over the last six years, more than 1,000 students from over 66 universities have taken part in the programme. Of the students involved in GEEP, 30% are female and over 90% are from Black, Asian and Minority Ethnic backgrounds.

WES was represented by the ECB through the GEEP Skills & Competency virtual workshop, highlighting the many activities and benefits of becoming a member of WES to over 40 students, as well as sharing their engineering careers journey with top tips.

SUPPORTING WOMEN ENGINEERING STUDENTS

University Groups' Board

The University Groups' Board (UGB) comprises nine members from WES-affiliated university societies. The board's purpose is to connect university WES members and to share best practices and encourage networking amongst students. This year has been a return to a 'new normal' for many student societies, however the board has continued to build on the virtual habits established over the pandemic. Virtual socials, such as a book club, have created a relaxed environment to network and meet likeminded women. The board also hosted a virtual careers event which was thoroughly enjoyed by all in attendance, as well as being uploaded to YouTube. A new Instagram and LinkedIn page have been launched to increase the board's visibility and to share UGB news with university groups.

Continuing forward, the UGB plans to host more careers-based events and increase engagement amongst all university WES groups. A slight change in board election time (from autumn to late spring) will hopefully allow future boards to collaborate on more events and share ideas.

WES Affiliated Student Groups

There were 18 WES-affiliated Student Groups in 2021-22:

Aston	Heriot-Watt	Queens, Belfast
Bath	Imperial College	Southampton
Birmingham	Leeds	Surrey
Coventry	Loughborough	Sussex
Dyson Institute	Nottingham	Swansea
Glasgow	Open	University College London

Apprentices' Board

The Apprentice Board (APB) had a busy second year in office. After another year of virtual-only work and interaction, the Board managed to meet face to face with the Early Careers Board and University Groups Board in March, which was a great opportunity.

On the back of last year's successful podcast mini-series, the APB has started recording more episodes in an interview format, after reaching out to partner companies to seek interviewees. Further projects in the pipeline are a "coffee morning" style virtual networking session for female apprentices, and a centralised information repository for apprentices to reach out to more senior qualified individuals in specific disciplines. The APB has supported several apprentices who are the only woman in their company or are struggling in a male dominated environment and helped to deliver the first WES Apprentice Showcase in February.

The APB has accepted five new members for the year 2022/23 and is looking forward to developing project ideas under the leadership of the new Chair and Vice-chair.

Post A-Level Support Hub

Following the success of the Post A-Level Support Hub in 2020, WES once again published a comprehensive guide for A-Level students. We were able to provide information on next steps, available university courses and apprenticeships, and advice from the WES Community.

13th Student Conference

The 2021 WES Virtual Student Conference took place on 25-26 November 2021 with a full programme of talks, panel discussions and professional development and training opportunities under the banner of Serving Society. The Keynote Address was given by Chi Onwurah MP, Shadow Minister for Digital, Science & Technology and the only Chartered Engineer in Parliament. Other sessions included charterships, interdisciplinary working, leadership, imposter syndrome, mentoring, work/life balance, and CV and interview preparation. In addition to the formal presentations, break-out sessions and online chat rooms hosted by volunteers from WES Student Groups, Early Careers Board and University Groups Board enabled attendees to meet and chat during breaks. The conference attracted 250 attendees, including 105 students representing engineering faculties from 13 UK universities. The conference was sponsored by BAE Systems, Ball Corporation, CBRE, CityFibre, Dialog Semiconductor, McLaren Racing and SME Graduate Employment.

WES Lottie Tour

The sixth annual Lottie Tour took place during Tomorrow's Engineers Week in November 2021 and was sponsored by GKN Automotive and McLaren Racing. After a primarily virtual tour in 2020, Lottie was back out in the world visiting offices, laboratories, workshops, and even went trackside with Formula One drivers, Daniel Ricciardo and Lando Norris at the Mexican Grand Prix, kitted out in her specially designed McLaren Racing Engineer uniform.

Over seven days from 7-13 November 2021, #WESLottieTour had a potential reach on social media reach of 17.3 million thanks to the wide range of engineering organisations and UK universities that took part, including Accon UK, the Engineering Council, Heathrow Airport, Herriot-Watt University, Hitachi, Kingston University, Loughborough University, Malvern Panalytical, the Metropolitan Police, Ramboll, Rochester Bridge Trust, Staffordshire University, Star Refrigeration, and Swansea University.

Apprentices Showcase

On the 11 February in partnership with BAE Systems, Airbus and the Dyson Institute, WES produced its first Apprentices Showcase for those in Year 10 and above. Engineering Apprenticeships can be very rewarding, but many young people don't know much about them. The Showcase received 769 registrations, and was watched by 549 young people and their teachers on the day, with some individual registrants actually being whole classes. The first session talked about engineering apprenticeships and how to apply. Parallel sessions also had panel discussions of young women apprentices talking about how they got into engineering, their work, and their aspirations for the future. The Showcase was so successful that WES plans a repeat event in November 2022 during Tomorrow's Engineers Week.

CORPORATE PARTNERS

The WES Partnership Programme enables organisations to support women engineers and their own diversity and inclusion programmes. Benefits include:

- Knowledge and experience sharing opportunities among Partners
- Support for developing an organisation's Diversity and Inclusion strategy
- Opportunities to raise the company profile as an investor in women

Table 1: WES Membership Figures 2021-22

Partnership Type	31 March 2021	31 March 2022	% change from 2021
Event Partner	1	2	100%
Bespoke Partner	0	3	-
Company Partner	46	55	19.5%
Company Plus Partner	6	6	0%
Education Partner	21	22	4.8%
Not For Profit	10	11	10%
SME Partner	12	13	8.3%
Start Up	2	6	200%
TOTAL	98	118	20.4%

The WES Partnership Programme enables organisations to support women engineers and their own diversity and inclusion strategy. Benefits include:

- Connecting Partners with best practice, experience, and knowledge
- Supporting women in their organisation with investing in WES projects and memberships
- Aligning their company with WES as an employer investing in women

Partners join WES with a passion and purpose to improve their company diversity and inclusion and to work with women, to increase the number of women in engineering roles in their company and to raise their profile in the industry as an investor in women. The number of Partners has increased by a fifth from 98 in March 2021 to 118 by the end of March 2022. WES has been able to add value to

partners and retain those who joined in the previous year, continuing to strengthen the partnerships on an annual basis. This was achieved despite a lack of support between the departure of the WES Partner Manager in September 2021 and the recruitment of two new Partner Managers in December 2021 and January 2022.

The Partnership team has been strengthened by the recruitment of Richard Moore for the south of the UK and Kathryn Tighe for the north. Their recruitment has seen improved account management as each of the WES partners has a dedicated contact, and the two managers have begun to encourage more companies to become partners.

WES has also adapted the partnership offering to create bespoke packages to support partners outside of the standard partnership package, this means we have been able to maintain some partners who would otherwise have left, and open conversations to new stakeholders who align with WES.

WES Alliance with McLaren Racing

In June 2021, WES was invited to join a new initiative **McLaren Racing Engage** working alongside EqualEngineers, The Smallpeice Trust and Creative Access. The alliance with McLaren Racing is the first of its kind in Formula 1 and it advances the team's diversity, equality, and inclusion agenda as part of its broader sustainability programme, including its commitment to F1's WeRaceAsOne platform.

The alliance has been formed to:

- Promote STEM and F1 as an accessible vocation to under-represented and under-privileged groups
- Foster a diverse and inclusive culture within McLaren's workforce and communities by providing accessibility to young people and under-represented groups
- Advance meaningful and sustained change for McLaren Racing as an employer, and F1 as a sport and industry

WES is proud to be a part of the alliance and delighted to develop the McLaren Racing Partnership, including sponsorship of the Annual Conference, Student Conference, Lottie Tour, MentorSET and several roundtable events for the next two years.



PROJECTS

COP26

The 2020 Top 50 Women in Engineering in Sustainability were invited to join a new Climate Emergency Special Interest Group (SIG), led by Sally Sudworth, WES' former Honorary Secretary. This group was formed to showcase women engineers fighting the Climate Emergency and bringing innovative solutions to the problems facing the world by climate change, based around the UN Sustainable Development Goals (SDGs). Sally Sudworth applied for and obtained a panel session in the Green Zone at COP26 in Glasgow on the 8 November 2021. This was a huge success for a group that had only just formed and WES Members and Fellows, Sally Sudworth, Ioana Price, Ashley Barratt and Dawn Bonfield led a popular discussion on *Using the SDGs to tackle the Climate Emergency: here's how!*

MentorSET

MentorSET is a unique cross-sector mentoring scheme developed by the Women's Engineering Society in 1998 to support women working in STEM. The scheme provides independent mentors who understand the challenges faced by women engineers and who provide support and advice.

WES continues to offer mentoring to individual Members for a fee of £48 as well as managing the mentoring programme for STEM Returners and as part of its Company Plus Partnerships. Non-members can also join the scheme for £120, priced to encourage women to join WES to take advantage of the reduced fee.

The scheme software is provided by Mentorloop and has a total of 171 participants comprised of 92 mentors, 53 mentees and 26 dual profiles, with positive user feedback including *"Very much enjoying working with my mentee, she is brilliant"* and *"my mentor is incredibly supportive, has fantastic ideas and solutions to the topics we talk about and is 100% committed."*



INTERNATIONAL WOMEN IN ENGINEERING DAY (INWED)

INWED is an international awareness campaign which raises the profile of women in engineering and focuses attention on the amazing career opportunities available in this exciting industry. Since its origins on the 23 June 2014 to celebrate the 95th anniversary of the Women's Engineering Society INWED has grown enormously, receiving UNESCO patronage in 2016. The interest and enthusiasm from our international audience and participants has grown INWED considerably to the global phenomenon it is today.

The INWED21 theme was **#EngineeringHeroes**, to recognise the contribution that engineers made to the Covid-19 pandemic by developing PPE, ventilators, vaccines and hand sanitiser. At the point of setting the theme, WES anticipated that the pandemic would be over and broadened the theme to include the work that engineers do during emergencies and disasters. The theme proved very popular, as the highlights show.

- The 2021 campaign had a potential reach of **526 million users**, an **increase of 410%** from 103 million in 2020.
- INWED social media accounts gained over **1,600 new followers** and saw **more than 44,000 engagements**.
- Tweets from @INWED1919 had **more than 289,000 impressions**.
- There were over **20,000 individual online conversations** about INWED.
- #INWED21 was the number one trending topic on Twitter in the United Kingdom for around three hours in the afternoon.
- There were close to **900 registrants** from across 32 countries for the official INWED celebration webinar.
- Over **100 events** were registered on the INWED website.
- The campaign had top tweets from **F1, The IET, UK Government Equalities Office, Mercedes-AMG Petronas F1 Team, Nissan Cars, Sky, European Space Agency, Aston Martin Cognizant F1 Team, Females In Racing, Royal Air Force, Sir Patrick Vallance, Stemettes, UK Space Agency, Royal Navy and Australian Chief of Navy**.
- **1,700 individuals** made enquiries and downloaded resources from the INWED website.
- 'International Women in Engineering Day' was reported in **over 100 news stories across global media**, including coverage in Construction News, The Chemical Engineer, Engineering.com, Evening Standard, The Guardian, Houston Chronicle, MSN, New Civil Engineer, The Sun, and Utility Week among others.

INWED21 was sponsored by:

INWED is an international awareness campaign which raises the profile of women in engineering

- Amazon
- Atmos International
- Ball Corporation
- Boeing
- Cranfield University
- Dornan
- Engineering Construction Industry Training Board
- GCHQ
- Institute of Refrigeration (IOR)
- Mercedes-AMG Petronas Formula One Team
- OPITO
- Royal Academy of Engineering
- Royal Air Force
- Spectris
- V12 Footwear
- World Refrigeration Day



Much of the success of the 2021 campaign was down to Genius Marketing, a women-led marketing company which WES hired to manage the campaign. As a result of this tremendous success, WES hired Genius to manage all its marketing and WES' branding, events and initiatives have greatly improved as a result.

TOP 50 WOMEN IN ENGINEERING 2021

The theme for 2021 was **Engineering Heroes** to celebrate the best, brightest and bravest women in engineering who recognise a problem, then dare to be part of the solution, who undertake everyday 'heroics' as much as emergency ones. The 2021 awards were held in association with The Guardian newspaper and Assystem.

Head Judge, Professor Catherine Noakes OBE said of the awards, *"The standard of nominations received was outstanding. It was wonderful to read about the achievements of these extraordinary women and the impact that they are making on society with their talent, hard work and dedication."*

In 2021, the presentation of the awards took place online. Winners had trophies sent directly to their homes and posed for a picture with their trophy (as seen in the montage below).



The 2021 WE50 (in alphabetical order):

Dr Habil Tayebbeh Ameri
Senior Lecturer, University of Edinburgh, School of Engineering

Samidha Anand
Engineering Manager, Caterpillar UK (Perkins Engines Co Ltd)

Phoebe Baker
Construction Manager, Mace

Dr Claire Bennett
Senior Geotechnical Engineer, Arup

Dr Grace Campbell
Senior Natural Hazard and Risk Specialist, Arup

Jackie Carpenter
Director, Friendship Cohousing

Dame Jo da Silva
Global Sustainable Development Leader, Arup

Georgia Davey
Senior Buyer, Babcock International Group

WO2 Claire Dewhurst
Aircraft Engineer, 1 Regiment AAC Workshop REME (Ministry of Defence)

Dr Karen Donaldson
Research Associate, University of Edinburgh

Professor Hua Dong
Professor in Design, Dean of Brunel Design School, Brunel University London

Dr Katherine Dunn
Lecturer, The University of Edinburgh

Dr Natalia Falagán
Lecturer in Food Science and Technology, Cranfield University

Professor Elena Gaura
Professor of Pervasive Computing, Coventry University

Kate Grant
Director of Network West Midlands, Cadent Gas Limited

Katherine Grigg
HS2 Main Works Agent, SCS Railways Joint Venture (HS2 Main Works)

Jo Hartnell
Assistant Tunnelling Engineer, Atkins

Milly Hennayake
Civil Water Engineer, Arup

Jean Hewitt
Senior Inclusive Design Consultant, Buro Happold

Debbie Janson
Senior Lecturer, University of Bath

Dr Sohini Kar-Narayan
Reader (Associate Professor) in Device & Energy Materials, University of Cambridge

Emma Kent
Director - Construction, Metropolitan Police

Dr Suk Kinch
Senior design and development engineer, Renishaw Neuro Solutions

Hanna Leeson
Senior Environmental Engineer, BAE Systems

Dr Kristen MacAskill
Lecturer, University of Cambridge

Caitlin McCall
Engineering Doctorate Student, Swansea University and icmPrint

Linda McVittie
Sales Manager, Scotland, J & E Hall Limited

Dr Helen Meese
Founder & CEO, The Care Machine Ltd

Susana Neves e Brooks
Lead Project Manager, National Grid

Mimi Nwosu
Assistant Materials Engineer, Sir Robert McAlpine

Jennifer Olsen
PhD researcher, Newcastle University

Polly Osborne
Assistant Electrical Engineer, Burns & McDonnell

Dr Cristiana Pace
Founder, E-novation

Dr Tannaz Pak
Senior Lecturer in Energy and Environmental Engineering, Teesside University

Sergeant Sarah Partington
Senior Medical and Dental Technician, Army Medical Services Training Centre

Kelly Paul
Core Projects Team Lead - UKI, Air Products PLC

Kayisha Payne
Founder & Programme Director, BBSTEM (Black British Professionals in Science, Technology, Engineering and Maths) Ltd

Andrea Pearson
Senior Engineer - Operations, Sabic UK Petrochemicals

Professor Alison Raby
Professor of Environmental Fluid Mechanics, University of Plymouth

Catherine Rennie
Consultant ENT surgeon, Charing Cross Hospital

Professor Jane Rickson
Professor of Soil Erosion and Conservation, Cranfield University

Dr Dipa Roy
Senior Lecturer, The University of Edinburgh

Jyoti Sehdev
Group EDI lead, Costain

Era Shah
Senior Engineer - HS2 Enabling Works, Costain Skanska Joint Venture (HS2 Enabling Works)

Professor Rebecca Shipley
Professor of Healthcare Engineering, UCL

Dr Maria Sunyer Pinya
Senior Climate Change Consultant, Arup

Dr Larissa Suzuki
Data/AI Practice Lead, Google

Sue Threader
Bridge Clerk (Chief Executive), Rochester Bridge Trust

Hannah Vickers
Chief Executive, Association for Consultancy and Engineering

Julie Wood
Director, Arup

JUDGES OF THE WE50 AWARDS

The judges for the WE50 2021 awards were as follows:



Professor Cath Noakes OBE

Professor of Environmental Engineering for Buildings
University of Leeds, Chair, Environment and Modelling Group (EMG), a cross-disciplinary SAGE subgroup. (Head Judge)



Simon Barber

Managing Director
Assystem UK



Mara Makoni

Consultant, PA Consulting &
Board Member
Association for Black Engineers



Dawn Childs

UK Change Director
National Grid and President,
Women's Engineering Society



Sarah Mogford

Environment and Planning
Divisional Director
RSK



Emma Crichton

Head of Engineering
Engineers without Borders



Dr Mark McBride-Wright

Equal Engineers



Scott Dalrymple

Vice-President Human
Resources
Crane Building Services
and Utilities



Emma Nicholson

Development Project Manager,
SLC Rail, Trustee Board Member
Women's Engineering Society



Neil Gibbs

Group HR Director
AB Systems



Steff Smith

Chief Executive Officer
Institute of Measurement
and Control



Frankie Laugier-Davies

Senior Account Manager
Pareto Facilities
Management Ltd



Elizabeth Donnelly

Chief Executive Officer
Women's Engineering Society

AWARDS

Caroline Haslett Lecture

The 2021 Caroline Haslett Lecture was held virtually on 16 December 2021 and also celebrated our annual award winners.

The Lecture was delivered by **Dame Jo Da Silva**, Global Director of Sustainable Development at Arup. One of the 2021 WES Top 50 Women in Engineering, Dame Jo gave a fascinating insight into her experiences in disaster relief work and highlighted the essential role that engineering must play in transforming lives and building a sustainable future.

Karen Burt Memorial Award

Each year WES asks Professional Engineering Institutions to nominate their best newly chartered female engineer, from which a winner of the Karen Burt Memorial Award is chosen. This most prestigious annual WES award was set up to encourage more women to aim for and celebrate the achievement of Chartered Engineer status. The 2021 Karen Burt Award Winner was Eleanor Earl, Civil Engineer at Arup, nominated by the Institution of Civil Engineers (ICE).

Dr Katherine Critchley, Head Judge for the 2021 Karen Burt Award said,

"The judges were impressed with Eleanor's clear passion and drive for making engineering diverse and inclusive, particularly in her area of expertise around humanitarian water provision and development.

Eleanor's determination to make engineering accessible to all has been highlighted by her volunteer work with the Social Mobility Foundation and the Girls' Network for the past six years, and by launching the national STEM Ambassadors Network at Arup.

Eleanor's continued commitment to both her profession and to the promotion of how engineering makes a difference to lives all around the world make her a very worthy recipient of this award as well as an inspiration to young women entering the profession."

Eleanor Earl's response to winning the award was:

"I am honoured to receive the Karen Burt Memorial Award and would like to congratulate all of the fantastic nominees. I would also like to thank everyone who has shown me kindness and support on my journey. There are too many people to name, but I hope that you all know who you are. You are my engineering heroes!"

WES Prize Winner

WES is a sponsor of the **WES Prize**, awarded at the *Young Woman Engineer of the Year Awards* organised by the IET. WES CEO was once again on the judging panel and this year's winner was **Eftychia Koursari**. A Senior Civil Engineer at Amey Consulting, Effie specialises in scour, the main impact of climate change on infrastructure, whilst also undertaking part-time PhD Research on scour at the University of Glasgow.

Amy Johnson Inspiration Award

This award was created in 2016 to honour an individual not currently working in engineering or the applied sciences who has made a truly remarkable achievement in furthering diversity in these fields. The 2021 winner was **Rose Russell**, Art and D&T Technician at the Ursuline Academy Ilford. Rose was recognised for her tireless work to inspire and encourage girls of all ages to pursue STEM through extra-curricular activities, and for playing an instrumental part in the Ursuline Academy's improvement plan to remain a Centre of Excellence for STEM.

Men As Allies Award

Launched in 2017, this award celebrates a male engineer, or professional male working within the engineering, technical and applied sciences sectors, who has gone above the call of duty to support his female colleagues and address gender imbalance. The 2021 winner was **Dr Andy Palmer**, Executive Vice Chairman and Chief Executive Officer at Switch Mobility. A world-renowned automotive leader, Dr Palmer has championed apprenticeships, acted as a mentor to female engineers, and has driven cultural change in the automation industry through his progressive approach and work on intersectional issues affecting gender.

Isabel Hardwich Medal

The Isabel Hardwich Medal is presented to WES members who have made an outstanding contribution above the call of duty to the Society over a sustained period. The 2021 winner was **Sally Sudworth**. Sally has been a stalwart supporter and active WES volunteer for many years. Among her many contributions, Sally was recognised for establishing the Climate Emergency Special Interest Group and securing a WES panel at the COP26 climate conference.

Gillian Skinner Award

The Gillian Skinner Award recognises 'behind the scenes' contributions to WES undertaken by volunteers. The 2021 winner was **Alexandra Knight**. Alexandra was recognised for the support and commitment shown as Chair of the Partners Directors' Committee during her tenure as a WES Trustee.



WES HERITAGE

Since her permanent appointment in June 2021 as Heritage Officer, Helen Close has continued to strengthen and grow the heritage provision that WES has to offer. Building on the foundations of the Centenary Trail Project, Helen has convened a Working Strategy Group and drafted a Heritage Plan to integrate WES Heritage into all that WES does, recognising that not only have we had some remarkable women engineers in the past but ensuring that the engineers of today, who will be tomorrow's legacy, are recorded and celebrated. Our journal, *The Woman Engineer* has regularly celebrated "Were you the First Woman...?" which showcases the achievements of today's members, and the exciting and active Centenary Twitter account continues due to the stealthy work of honorary WES member and historian, Ceryl Evans. Helen has carried out research and written several blogs including "Boring Women" for the Brunel Museum, "Verena Holmes, Sharing a Birthday with the Women's Engineering Society" and "Who was Maude Dickinson and what was her New Activity all about?" Helen is continually supporting researchers in their enquiries and looking for opportunities to enhance our own understanding of our past members and the wider history of women in engineering.

Working in collaboration with partners and members Helen has presented at the Women's History Network Conference on the relationship and differences between the Women's Electrical Association and WES, The Devil's Porridge Conference and the British Institute of Non-Destructive Materials webinar week, both on papers on the life and diaries of Verena Holmes. Further Wikithons have taken place to encourage more voluntary editors to write about Women Engineers and we continue to put more women on the Centenary Trail Map.

WES has also had some donations of objects to its archive, including a paper cutter manufactured by Holmes and Leather and the technical drawing set that once belonged to Margaret Rowbotham, which we hope to display at some stage, along with some of our other artefacts.



Workers at Holmes and Leather © Alamy



Verena Holmes and Ruth Faris © Alamy

ANNUAL REPORT OF THE TRUSTEES FOR 2021- 2022

Objects

The Society is an educational charity. The Objects for which it is established are:

1. To promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering;
2. To advance the education of the public concerning the study and practice of engineering among women; and
3. To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

The trustees have reviewed the guidance contained in the Charity Commission's general guidance on public benefit and have considered how the Society's activities will contribute to the Society's Objects.

The COVID-19 pandemic continued to affect WES' activities during the 2021-22 financial year, but much of the revenue lost during the first year of the pandemic was recouped, and the Society returned a healthy surplus for the first time in many years. Consideration of the effect the pandemic has had on WES's ability as a going concern is given below in the Financial Review.

Activities

Promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering

The Society promotes the education of women in engineering through its relationships with

- WES Education Partners
- WES Student Members and Supporters
- WES Affiliated Student Groups and the University Groups' Board
- WES Apprentices Board, created in 2020
- WES Early Careers Board

and the following activities:

- 13th WES Student Conference, held online in November 2021.
- Apprentice Showcase, held online in January 2022.
- Post A-Level Support Hub
- Supporting Member Clusters
- MentorSET, the WES mentoring programme

To advance the education of the public concerning the study and practice of engineering among women

The Society promotes the education of women in engineering through its relationships with

- Partners – companies, not for profit organisations and education
- Event Sponsors
- Professional Engineering organisations e.g. the Royal Academy of Engineering, WISE, and the PEIs.

And the following activities:

- International Women in Engineering Day
- WES Annual Conference
- Caroline Haslett Prestige Lecture
- WES Awards including the Top 50 Women in Engineering (WE50); the WES Prize at the IET's Young Woman Engineer of the Year and the Karen Burt Memorial Award
- WES Lottie Tour
- Representation at external events and in the media.

To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

In over 100 years since the founding of the Women's Engineering Society, the need for poverty relief has mostly been removed following the introduction of the NHS and social security benefits to the UK population. In the 21st Century WES' focus is now to encourage women to enter engineering as the best way to relieve poverty, given the significantly higher than average salaries commanded by engineers.

In 2021-22 WES has continued to focus on working with the Corporate Partners to remove workplace barriers for women engineers and encourage more women to apply. Income from the WES job board increased by 66% on the previous year and more companies are seeking to reach out to women engineers seeking new employment. WES has also worked closely with STEM Returners to enable more women to return to engineering roles after a career break, by offering mentoring to all STEM

Returner participants. A new platform has been introduced for the MentorSET programme, to make it easier for women engineers to engage with mentors, and we are seeing more recruitment companies wanting to work with us to improve their offering to women in engineering.

Achievement and Performance

The Society continues to perform well above expectations in view of its size. Despite only a small staff of six led by a Chief Executive Officer, WES is now a stable organisation that is slowly expanding in response to the demand from Members and Partners.

Membership and Partnerships

Membership subscriptions increased by 11.4% from £47,562 to £52,958. This was despite a reduction in Student Memberships due to the pandemic and reflects an increased appetite in women engineers to join WES.

The number of Company Partnerships increased by 20.4% from 98 to 118 within the year. This produced a 52.1% increase in income of £265,759 (2021: £174,755). A further £84,928 (2021: £43,635) was forthcoming from companies to sponsor events, notably International Women in Engineering Day (INWED), representing an increase of 94.6%.

INWED attracted 16 sponsors (2021: 12), up a third from the previous year. The potential reach on Twitter grew by 411% to 526 million (2020: 103 million) and trended at No 1 on Twitter in the UK for most of the afternoon.



List of WES Partners

1. ABB LTD
2. Adacore
3. Airbus
4. Alexander Associates
5. Allianz Engineering
6. Anthony Best Dynamics Ltd
7. ARUP
8. Aston University
9. Astrazeneca
10. BAI Communications
11. Ball Corporation
12. BESA
13. Blue Ocean Seismic Services Ltd.
14. BMR Solutions
15. Burns & McDonnell
16. Cadent Gas
17. CBRE
18. CityFibre
19. Costa Express
20. Coventry University
21. Crane Building Services and Utilities
22. Cubic
23. Dialog Semiconductor
24. Dornan
25. DP World (London Gateway Port Ltd)
26. Durham University
27. Dyson Institute of Engineering
28. East Sussex County Council
29. Eco Textura Ltd
30. Edinburgh Napier University
31. EEMUA
32. Engineering & Physical Science Research Council
33. Equinix
34. FCDO Services
35. FIND CDT EPSRC Centre for Doctoral Training in Future Innovation in Non Destructive Evaluation
36. Firstco
37. FM Global
38. Focusrite
39. Frazer Nash Consultancy
40. Freudenberg Sealing Technology
41. GCHQ
42. General Dynamics UK Ltd
43. GKN Automotive
44. Glasgow Caledonian University
45. Gratte Brothers
46. Haizol Global
47. Harbour Energy
48. Heathrow Airport Limited
49. Henry Royce Institute
50. Heriot-Watt University
51. Hitachi Information Control Systems
52. HMD Sealless Pumps Ltd
53. Horton & Horton Fire Ltd
54. Imagination Technologies
55. Imperial College London
56. Inclusivity Partners Limited
57. Institute of Refrigeration
58. JLA
59. Johnsons Controls (ADT)
60. Kingston University London
61. KONE
62. Konecranes
63. Laing O'Rourke Plc
64. Leaders Plus
65. Leonardo UK Ltd
66. Liverpool John Moores University
67. Malvern Panalytical
68. Jaguar Land Rover
69. MBDA
70. McLaren Racing
71. Met Police
72. Metis Consultants
73. National Grid
74. Network Rail
75. Newcastle University
76. NMITE
77. Nova Systems
78. PhillipsPage Associates
79. Pure Data Centres Group
80. Queen Mary University London
81. Ramboll
82. Rotork
83. Royal Academy of Engineering
84. RSK
85. Reliance Worldwide Corporation Ltd
86. Safran Landing Systems
87. Scottish & Southern Energy
88. Scottish Power
89. Sellafield Ltd
90. SME Graduate Employment
91. Smith & Nephew
92. Sonnedix UK Services Ltd
93. Spirax-Sarco Engineering
94. Spirit Energy
95. STEM Returners
96. Stirling Dynamics Ltd
97. Sushy
98. Thales
99. Thames Water Utilities Limited
100. The Open University
101. The Smallpeice Trust
102. Toyota Manufacturing UK
103. TPG Services Ltd
104. Transport for London
105. Two Sigma International Limited
106. UCL
107. Ulster University
108. Uniper Energy
109. University of Birmingham
110. University of Bristol
111. University of Edinburgh
112. University of Hertfordshire
113. University of Sheffield
114. University of Surrey
115. University of Warwick
116. Volvo Group UK Limited
117. Wikifactory Ltd
118. YASA Limited

FINANCIAL REVIEW

Investment Policy

The funds of the Society in excess of those needed to manage the day-to-day activities are currently invested in a specialist charity savings account. Whilst this offers an acceptable level of security of the capital invested the return reflects current interest rates and is therefore very low (an annual average of 0.3%).

Reserves policy

The Society finished the year with reserves of £270,019 (2021: £219,222, increase of 23%) of which £12,588 (2021: £13,588) is restricted and £33,705 is in endowment funds, leaving £223,726 (2021: £171,929, increase of 30%) in unrestricted funds. The Trustees keep income and expenditure under close review. The current reserves policy is to maintain a minimum level of unrestricted reserves of £150,000 reflecting the anticipated costs of meeting ongoing obligations for six months in the absence of further income.

Financial results

Total income for the year increased by 37% to £426,866 (2021: £311,474), and total expenditure rose by 18.5% to £375,977 from £317,352 in 2021, resulting in a net surplus of £50,797 (2021: deficit of £6,268). Income increased significantly over the previous year, reflecting the growing number of partnerships and greater confidence after the first year of the pandemic. Expenditure also increased but costs were kept down by maintaining virtual events. Having such a significant surplus means that WES has now stabilised its finances and can invest in more projects.

Restricted funds

The Society maintains two restricted funds which were received for the following purposes:

Karen Burt Memorial Award

Prize for the best newly chartered female engineer; award made from fund interest and further donations.

NEC Lady Finnieston Fund

Hardship grants for electronic engineering students starting first degree or equivalent courses who have needs over or above the norm; awards made from the fund interest. As interest rates have remained low for over a decade, no grants have been made from this Fund for some years. WES is considering how it may best allocate funds.

Gifts in kind

The Society is very fortunate and grateful to have the support of the IET who have provided office space and other facilities at a discounted rate. No rent was charged during the financial year as the IET building was awaiting re-opening following its refurbishment.

The main gifts that cannot be quantified are the valuable volunteer hours contributed to the Society by our Members. This especially applies to Trustees and Members involved with governance, many of whom are highly skilled and valuable professionals.

The Society continues to be grateful to the many Members who continue to make donations and to all those many individuals and organisations that provide time, services and support to help WES to achieve its aims.

Going concern with respect to COVID-19

On assessing WES' ability to continue to adopt the going concern basis of accounting, trustees considered all available information about the future at the date they approved the accounts – in particular they gave consideration to their agreed 2021-22 budget and current forecast for income, expenditure and cash-flows.

WES fared very well in the last financial year, with an increase in income of 37% due to increased engagement with corporate partners, recouping almost all the income lost during the first year of the pandemic. An 18.5% increase in expenditure included the purchase of a dedicated Customer Relationship Management system and increased marketing costs. These investments yielded great success for WES as reflected in the large surplus of £50,797 (2021: deficit of £6,268). The Trustees now consider that WES' finances are in a stable position and that WES is ideally placed to continue a gradual expansion.

The Society is based in the Headquarters of the Institution of Engineering and Technology who refurbished their building during the 2021-2022 financial year. The WES team continued to work from home and WES activities remained online only.

The refurbishment has now been completed, however with some staff now living long distances from the IET HQ, WES is considering how best to continue its operations. From September 2021, a monthly in-person team meeting in London was established, to encourage positive relationships between team members. Members of the Board are invited to attend if they wish.

The success of the INWED webinar saw almost 1,000 people registered to attend from across the world, and the Board has agreed that this will continue in virtual form to serve the global audience. It is now anticipated that most events will begin again in person in late 2022.

Forecasts for the 2022-23 financial year are buoyant, as more partners are expected to join WES following the recruitment of two dedicated Partner Managers. WES' expenditure remains low due to homeworking and the Board will consider returning some funds to the reserves in the next financial year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Women's Engineering Society was founded in 1919 and is governed by its Articles, amended in 1970, 1991, 2006, 2014 and 2020. It constitutes a charitable company, limited by guarantee, as defined by the Companies Act 2006 and in the event of WES being wound up, Members are required to contribute an amount not exceeding £1.

WES Strategy Review

Following thorough engagement with the WES community in the previous financial year the Board reviewed WES' direction and operations to ensure alignment of its aspirations to those of the members and provided guardrails that empower decision making at all levels of the organisation.

The outcome of the engagement activity and reviews was a very clear architecture that now forms the basis of WES' activities. This introduced a new vision of an engineering industry that employs the diversity of the society it serves to solve the biggest societal issues of our time. WES' new mission is to support women in engineering to fulfil their potential and support the engineering industry to be inclusive. Three focus areas have been established:

- To support women in engineering at every stage of their career
- To support businesses and institutions to attract and retain women in engineering and
- To shape the engineering gender diversity debate in industry and with government.

Every employee and volunteer is a custodian of WES' history and a contributor to WES' future. WES' values are to be empowered, collaborative and inclusive.

Election and Appointment of New Trustees

The Directors of the company are also Trustees of the charity. Decision-making powers belong to the Board, which meets quarterly and communicates by e-mail and telephone conference as required between quarterly meetings. Board meetings continue to be virtual, with one in-person meeting planned for 2022-23. The business of WES can be conducted equally well online as in-person and this reduces costs and the carbon footprint of the Board Members travelling to meetings.

The President and the Board of Trustees are elected for a period of three years in thirds by a ballot of all Members and the ballot results are announced at the Annual General Meeting in October. Elections were held in October 2021 for three vacancies arising from Directors' terms coming to an end, and one vacancy which arose when Alexandra Knight resigned her position on the Board in October 2021.

Following the closure of nominations, 12 Members put themselves forward for election as Directors and in line with Article 25.4.6 an election took place in October 2021. The three candidates who topped the poll were elected for a term of three years, and the fourth candidate was elected for a term of two years, to take the place of the resigning Director as follows:

A vacancy for a Co-Opted Director was filled at the first meeting of the new Board on the 6 November 2021 by co-opting Professor Vincenzo Pizzoni. In accordance with Article 25.5.3 Vincenzo Pizzoni was co-opted for one year and may be re-co-opted if required or may stand for election as he is also an Associate Fellow.

2021-2024

Chrisma Jain
Mamta Singhal
Emily Spearman

2021-2023

Dr Elena Gaura

A vacancy for a Co-Opted Director was filled at the first meeting of the new Board on the 6 November 2021 by co-opting Professor Vincenzo Pizzoni. In accordance with Article 25.5.3 Vincenzo Pizzoni was co-opted for one year and may be re-co-opted if required or may stand for election as he is also an Associate Fellow.

Staff

The Trustees are supported by an executive team of paid staff, comprising a Chief Executive Officer (CEO), six support staff and several contracted professionals. WES welcomed three new team members in 2021-2022; one to support Operations and two Partner Managers following the departure of Beatrice Pryor.

Following their success in managing INWED, WES appointed Genius Marketing to provide marketing support for all of WES' activities. This includes all events, branding and a refresh of the WES website in the coming financial year. WES also appointed Wild Bookkeeping to manage WES' finances.

Chief Executive Officer	Elizabeth Donnelly	
Administrator/PA to the CEO	Anna Pluck	
Heritage Officer	Helen Close	
Membership Manager	Tristan Holland	
Operations Officer	Jennie Diston	from September 2021
Partnerships Manager	Beatrice Pryor	to September 2021
Partnerships Manager	Richard Moore	from December 2021
Partnerships Manager	Kathryn Tighe	from January 2022

Contractors

Bookkeeper	Wild Bookkeeping	
Editor, The Woman Engineer	Lynn Postle	
Editor, e-newsletter	Jo Yates	to August 2021
Events Associate	Sarah Yates	to December 2021
Marketing and Communications	Genius Marketing	

Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Society maintains a Risk/Opportunity Register which reviews major risks and establishes mitigation systems and activities to reduce/eliminate those risks.

Trustees' Responsibilities

The trustees (who are also Directors of the Women's Engineering Society for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- State whether a Statement of Recommended Practice (SORP) applies and the methods and principles in the SORP have been observed, subject to any material departures which are explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

None of the Trustees had any beneficial interest in any contract to which the Organisation was party during the year.

Signed on behalf of the Board of Trustees on 20 July 2022



Dawn Childs
FREng MA MDA CEng FICE FIMechE FRAeS FWES
President, Women's Engineering Society

Women's Engineering Society

(A Company Limited by
Guarantee)

Report and Financial Statements
Year ended 31 March 2023

Registered Charity No. 1008913 Company No. 00162096



CONTENTS



INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Respective Responsibilities of Trustees and Examiner

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 the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am member of the ICAEW, 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.

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.

Silvia Vitiello

Silvia Vitiello (Oct 10, 2022 15:58 GMT+1)

Silvia Vitiello
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants
4 Victoria Square
St. Albans
Hertfordshire
AL1 3TF

Oct 10, 2022

Women's Engineering Society
Year Ended 31 March 2022
Statement of Financial Activities

		Unrestricted Funds	Restricted Funds	Endow- ment Fund	Total 2022
	Notes	£	£	£	£
Income and endowments from:					
Donations and legacies	2	75,344	-	-	75,344
Charitable Activities	3	347,730	-	-	347,730
Other Trading Activities	4	760	-	-	760
Investment Income	5	75	-	-	75
Total		423,909	-	-	423,909
Expenditure on:					
Raising funds	6	36,582	1,000	-	37,582
Charitable activities	7	306,485	-	-	306,485
Other	8	28,953	-	-	28,953
Total		372,020	1,000	-	373,020
Net income/(expenditure)		51,889	(1,000)	-	50,889
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(92)	-	-	(92)
Net movement in funds		51,797	(1,000)	-	50,797
Reconciliation of funds:					
Total funds brought forward	13	171,929	13,588	33,705	219,222
Total funds carried forward	13	223,726	12,588	33,705	270,019

		Unrestricted Funds	Restricted Funds	Endow- ment Fund	Total 2021
	Notes	£	£	£	£
Income and endowments from:					
Donations and legacies	2	87,187	-	-	87,187
Charitable Activities	3	218,390	-	-	218,390
Other Trading Activities	4	5,670	-	-	5,670
Investment Income	5	227	-	-	227
Total		311,474	-	-	311,474
Expenditure on:					
Raising funds	6	26,518	1000	-	27,518
Charitable activities	7	259,854	-	-	259,854
Other	8	29,980	-	-	29,980
Total		316,352	1000	-	317,352
Net income/(expenditure)		(4,878)	(1,000)	-	(5,878)
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(390)	-	-	(390)
Net movement in funds		(5,268)	(1000)	-	(6,268)
Reconciliation of funds:					
Total funds brought forward	13	177,197	14,588	33,705	225,490
Total funds carried forward	13	177,197	13,588	33,705	219,222

The charitable Company's income and expenditure all relates to continuing operations.
The notes of pages 36 to 43 form part of these financial statements.

Women's Engineering Society
Year Ended 31 March 2022

Balance Sheet at 31 March 2022
Company number: 00162096

	Notes	31 March 2022 £	£	31 March 2021 £	£
Fixed assets:					
Tangible assets	10	6,775		5,344	
Total fixed assets		6,775		5,344	
Current assets					
Debtors	11	130,888		70,378	
Cash at bank and in hand		230,202		219,811	
Total current assets		361,090		290,189	
Liabilities					
Creditors: Amounts falling due within one year	12	(97,846)		(76,311)	
Net current assets			263,244		213,878
Net assets			270,019		219,222
The funds of the charity:					
Unrestricted funds	13	223,726		171,929	
Restricted funds	13	12,588		13,588	
Endowment funds		33,705		33,705	
Total Charity funds	13		270,019		219,222

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company 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.

The accounts on pages 36 to 43 were approved and authorised for issue by the Board of Trustees on 20 July 2022 and signed on their behalf by:



Dawn Childs
President, Women's Engineering Society

The notes of pages 25 to 30 form part of these financial statements.

WOMEN'S ENGINEERING SOCIETY YEAR ENDED 31 MARCH 2022

Notes to the financial statements

1. Accounting policies

General information

The Women's Engineering Society is a Company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the Company information.

The financial statements are presented in Sterling and this is the functional currency of the Charity.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011.

The financial statements have been prepared under the historical cost convention.

Going concern

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern including the ongoing impact of Covid-19 pandemic. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and impact on income sources.

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.

Conference and event income, partnership income, grants and large single donations have been treated as income in the year they have been earned or deferred to the accounting period in the year the service will be provided unless agreed by the donors.

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.

Fund accounting

Unrestricted Funds are considered by the Directors as funds coming into the Charity and held in reserves to provide for the services of the Charity. Restricted funds are considered by the Directors to be funds that are granted to the Charity with certain additional requirements to provide specific charitable activities. Accounting for restricted activities is maintained separately to unrestricted funds, being reported separately to the commissioning bodies as required under the terms of the grant.

Cash and cash equivalents

Cash and cash equivalents are 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.

Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Electronic Equipment	20% of cost
----------------------	-------------

VAT

The Charity is registered for VAT. Irrecoverable VAT is included in the cost of the item to which it relates.

Creditors

The Charity seeks to pay all creditors within agreed credit terms.

Leased Assets

Rental applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the income and expenditure account as incurred.

Governance Costs

Board expenses, insurances, clinical supervision, HR support and audit fee incurred are reported to comply with constitutional or statutory requirements of the Charity.

Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets such as trade and other debtors and short term investments (notice period not exceeding 3 months) and financial liabilities such as trade and other creditors. Basic financial instruments are initially recognised at transaction value and then subsequently measured at their settlement value.

Judgements in applying accounting policies and key sources of estimation uncertainty

Due to the nature of the charitable company's activities and financial statements, the Trustees do not consider there to be any significant judgements or sources of estimation uncertainty which could influence the reader's understanding of the financial statements.

Women's Engineering Society
Year Ended 31 March 2022
Notes to the financial statements
(continued)

	2022	2021
	Unrestricted	Unrestricted
	Funds	Funds
	£	£
2. Donations and legacies		
Donations	22,386	26,998
Grants	-	12,627
Membership	52,958	47,562
Pro bono donated services	-	-
	<u>75,344</u>	<u>87,187</u>
	2022	2021
	Unrestricted	Unrestricted
	Funds	Funds
	£	£
3. Charitable activities		
Conference and event income	81,971	43,635
Partnership income	265,759	174,755
	<u>347,730</u>	<u>218,390</u>
	2022	2021
	Unrestricted	Unrestricted
	Funds	Funds
	£	£
4. Other trading activities		
Mentorset income	640	4,020
Stem returners income	120	1,650
	<u>760</u>	<u>5,670</u>
	2022	2021
	Unrestricted	Unrestricted
	Funds	Funds
	£	£
5. Investment income		
Bank interest received	75	227
	<u>75</u>	<u>227</u>

Women's Engineering Society
Year Ended 31 March 2022
Notes to the financial statements
(continued)

	2022 Unrestricted Funds - £	2021 Unrestricted Funds - £
6. Raising funds		
Grant costs	500	5,140
Membership related costs	36,082	20,378
Awards	1,000	2,000
	<u>37,582</u>	<u>27,518</u>

Included in 2022 Awards is £1,000 (2021: £1,000) relating to restricted funds and £nil (2021: £1,000) relating to unrestricted funds.

	2022 Total Funds - £	2021 Total Funds - £
7. Charitable activities		
Conference and event costs	28,569	5,616
Project costs	32,002	18,141
General support costs	24,658	19,421
Employee costs (note 9)	221,256	216,676
	<u>306,485</u>	<u>259,854</u>

	2022 Unrestricted Funds - £	2021 Unrestricted Funds - £
8. Other		
Mentorset costs	4,792	11,315
Governance	6,794	2,925
Finance costs	13,094	15,740
Travel costs	4,273	-
	<u>28,953</u>	<u>29,980</u>

Governance costs analysis		
Council meeting costs	-	127
AGM costs	-	48
Trade Mark Fee	1,460	-
Companies House Fee	48	-
Directors' Expenses	638	-
Independent Examiner Fees	4,648	2,750
	<u>2,925</u>	<u>2,925</u>

	2022 - £	2021 - £
9. Employee costs		
Analysis of staff costs, Trustee remuneration and expenses		
Wages and salaries	185,821	182,452
Social security costs	14,864	13,782
Pension costs	4,521	4,251
Other costs	16,050	15,815
	<u>221,256</u>	<u>216,300</u>

Women's Engineering Society
Year Ended 31 March 2022
Notes to the financial statements
(continued)

9. Employee costs continued
Trustees' Expenses

There was £638 of trustees' expenses reimbursed to four trustees in the year ended 31 March 2022. There were no trustees' expenses in the year ended 31 March 2021.

Average number of employees by activity	2022	2021
CEO	1	1
Office Staff	5	6
	<u>6</u>	<u>7</u>

There was no remuneration paid to trustees in the year ended 31 March 2022, nor the year ended 31 March 2021. The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022 No.	2021 No.
£60,001 - £70,000	1	-

10. Tangible fixed assets

	Electronic Equipment - £	Total - £
Cost		
At 1 April 2021	14,626	14,626
Additions	4,122	4,122
Disposals	(1,425)	(1,425)
At 31 March 2022	<u>17,323</u>	<u>17,323</u>
Depreciation		
At 1 April 2021	9,282	9,282
Charge for the year	2,566	2,566
Depreciation eliminated on disposal	(1,300)	(1,300)
At 31 March 2022	<u>10,548</u>	<u>10,548</u>
Net Book Value		
At 31 March 2021	<u>5,344</u>	<u>5,344</u>
At 31 March 2022	<u>6,775</u>	<u>6,775</u>

11. Debtors

	2022 - £	2021 - £
Trade debtors	111,440	65,559
Prepayments and accrued income	19,448	4,819
	<u>130,888</u>	<u>70,378</u>

12. Creditors: Amounts falling due within one year

	2022 - £	2021 - £
Trade creditors	2,264	18,159
Social security and other taxes	30,356	13,397
Accruals and deferred income	63,370	44,140
Other creditors	1,856	615
	<u>97,846</u>	<u>76,311</u>
	97,846	76,311

Women's Engineering Society
Year Ended 31 March 2022

Notes to the financial statements (continued)

12. Creditors: Amounts falling due within one year continued
Trustees' Expenses

Deferred income movement

Deferred income b/fwd	30,100
Utilised in the year	(30,100)
Deferred movement increase in the year	58,130
Deferred income c/fwd	58,130

13. Movement in funds

	Balance 01 April 2021 £	Movement in resources			Balance 31 March 2022 £
		Income £	Expenditure £	Gains/ losses £	
Unrestricted funds					
General funds	171,929	423,909	(372,020)	(92)	223,726
Restricted funds					
Karen Burt Memorial	13,588	-	(1,000)	-	12,588
Endowment funds					
NBC - Lady Finniston	33,705	-	-	-	33,705
	219,222	423,909	(373,020)	(92)	270,019

14. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2022	Total 2021
Fixed Assets	6,775	-	-	6,775	5,344
Current assets					
Debtors	130,888	-	-	130,888	70,378
Cash and cash equivalent	183,909	12,588	33,705	230,202	219,811
Current liabilities					
Falling due within one year	(97,846)	-	-	(97,846)	(76,311)
	223,726	12,588	33,705	270,019	219,222

15. Share capital

The charitable Company is limited by guarantee with each of its members liable to contribute £1 in the event of its being wound up.

16. Related party transactions

There were no related party transactions for the year ended 31 March 2022.

17. Control

The Board of Trustees are deemed to be the controlling party.



Women's Engineering Society



2021/22
Annual
Report

WOMEN'S ENGINEERING SOCIETY

England & Wales - Charity number 1008913

Accounts



Women's Engineering Society



**Annual
Report**
2020/21

WES: INSPIRING WOMEN IN ENGINEERING

The Women's Engineering Society is a charity and a professional network of women engineers, scientists and technologists offering inspiration, support and professional development. Working in partnership, we support and inspire women to achieve as engineers, scientists and as leaders; we encourage the education of engineering; and we support companies with gender diversity and inclusion.

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“I know that the new strategy will set us up very well for the next few years”

Dawn Childs
President,
Women's Engineering
Society



INTRODUCTION FROM THE PRESIDENT

This Annual Report sees us starting our second century as a society which is a remarkable milestone. Therefore, with a great sense of purpose we started the year very proactively reviewing our governance structure and the Society's Memorandum and Articles to ensure they allowed us to work as effectively as possible for our members and made sense for today's ways of working. Little did we know that what we considered to be today's way of working would change quite so dramatically in this year!

Following this positive start to 2020 the world rapidly descended into turmoil and tragedy with the onset of the COVID pandemic and a punishing lockdown. Who would have believed how much could change in such a short space of time? One significant point that I continually reflect on is that engineers and scientists were right at the heart of many strands of the COVID response: protecting us against this unwelcome adversary; keeping us connected in these troubling times; and of course, figuring out a way to combat the enemy. As a charitable Society we too had to figure out a way to not only endure through the crisis but also to provide as much support as possible to our members and partners. I was really impressed by the great work of the team and many volunteers who swiftly moved our event programme online. I am incredibly proud of, and grateful to staff, Trustees, Members and Partners of WES who enabled us to not only continue with all our work remotely, but also to expand its reach. It was incredible to see how well the team managed to set up a hugely successful and well received INWED event and still present the WES50 Women in Sustainability! The Partner events have also been very well supported and received great feedback, which is fabulous to see. The ever-increasing number of partners is testament to the impact of our work with partners.

One other key moment for the Society was the finalisation of the work that we kicked the year off with when we passed the updated Articles and voted in the new governance structure at the EGM in June. The transition from the more formal Council to more adaptive Directors' Committees will help to drive growth and provide more opportunities for members to get involved so that we deliver the programmes and events that they value. I have no doubt that we will continue to grow and evolve over the coming years with this new construct.

One unexpected benefit of the enduring COVID challenge through 2020 was the ability for our events to be more inclusive to members who would not routinely have travelled to our events. This was definitely seen at the EGM also at the AGM where we welcomed the new Board of Trustees which consisted of a healthy mix of some familiar faces (mine included) but also some new Board members. We are all extremely grateful to the long serving Trustees who stood down this year for their unwavering support and dedication to WES over many years.

One inevitable but challenging outcome of the pandemic was the extra strain on some staff; and we sadly had some departures of long serving staff members. Everyone was grateful to Roz and Jacqui for their help and efforts over several years; but particularly Cath who has been a mainstay of WES and was indeed the only member of staff for many years. I know we will all miss her sunny outlook and positivity.

With the new Board of Trustees in place we turned our focus to a strategy review as not only was it due to be refreshed, but also given the lessons learnt through COVID it was evident that some revised approaches may well be needed! Insights were gathered from all our stakeholders with a series of surveys and interviews which painted a very rich picture for us. A series of workshops were then run to set out future direction. The challenges of COVID have of course played a part in shaping our thinking about what we can do and the kind of new offerings and services that will be impactful for our Members and Partners – it has really made us reflect on what is feasible and expand our thinking. I know that the new strategy will set us up very well for the next few years.



Dawn Childs, FEng MA MDA CEng FICE FIMechE FRAes FWES
President, Women's Engineering Society



“Despite the challenges posed by the pandemic, WES has had many successes in the last year”

Elizabeth Donnelly
Chief Executive Officer,
Women's Engineering
Society



REPORT FROM THE CHIEF EXECUTIVE OFFICER

When I wrote my report for the 2019-20 financial year, we were just heading into a national lockdown, and I did not imagine that I would again be writing this year's report from my desk at home. I have not seen anyone from the Women's Engineering Society in person for over a year.

Despite the challenges posed by the pandemic, WES has had many successes in the last year and some of the initiatives we introduced in response to lockdown will continue. We welcomed new partners who look to WES for advice and support in employing women, and we welcome the new Members they bring.

Our theme for 2020 was Shape The World in response to the Climate Emergency, because it will be engineers who provide the solutions the world needs. We celebrated the Top 50 Women in Engineering by focusing on Sustainability. We found women engineers of all ages and experience who were not only responding with ingenuity and passion to the UN's Sustainable Development Goals but were also encouraging and supporting other women to do the same. We could not meet in person to celebrate, so we posted trophies to the winners and asked them to pose in the outfits they would have worn to our traditional Afternoon Tea celebration. These amazing women also sent us photographs of their workwear to show the world that engineering doesn't always involve wearing a hard hat and hi-visibility clothing.

International Women in Engineering Day 2020 was held entirely online, and we were delighted that we extended our social media reach from a potential 63 million in 2019 to 103 million. Not only that, but the INWED webinar attracted almost 500 guests – something that would have been impossible in person, and we will be extending the use of webinars in order to reach more people.

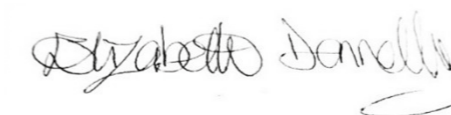
Our Student Conference and the Caroline Haslett Lecture, given by Amanda Fisher, CEO of Amey plc, were also held online, and we were glad we could continue our work with young people, though we could discern signs of webinar fatigue towards Christmas. As such we will be making future online events shorter and more interactive.

We also held an Extraordinary General Meeting online to update our Articles and change the terms of the Board of Directors. Moving to staggered three-year terms will give the Board long-term stability, whilst also welcoming fresh faces annually.

Sadly, we said goodbye to four of the team in 2020: Jo Weaver, Roz Hamilton, Jacqui Hawkes and Cath Heslop. They will all be missed, and we wish them well in the future. However, the beginning of 2021 saw two new staff members join us: Tristan Holland as Membership Manager, and Anna Pluck as my PA and Administrator. Both have settled in extremely well and it's a pleasure to have them working for us, even if it is peculiar that we have never met in person.

We have been fortunate in knowing that we will be working remotely until at least January 2022 because the premises we work in are being refurbished. While this has given us greater certainty than many others who are dependent on the government relaxing lockdown rules, it is still a long time to work in solitary conditions. We hope to at least meet up in person in a central venue for a team meeting before too long.

My thanks go to everyone at WES, whose support has enabled us to continue our great work during a very challenging year.



Elizabeth Donnelly, MSc FRSA MRAeS MINCOSE
Chief Executive Officer

WES HERITAGE

Following the great success of the Centenary Trail project, the decision was taken to create a permanent Heritage Officer role to continue the essential curation and promotion of the Women's Engineering Society's history and legacy. WES was delighted to welcome Helen Close, Project Manager of the Centenary Trail project, in this role.



Figure 1: Workers at Holmes and Leather © Alamy

Centenary Trail Project

The WES Centenary Trail project, started in 2019, was finalised in April 2021 following three extensions on the original deadline. The project was extended initially due to a change in project manager and subsequently due to the impact of the pandemic causing delays in completion. Despite these delays, the project was still delivered on budget.

The overall objective of the project was to research and highlight the lives, careers, and achievements of historical members of the Women's Engineering Society, creating an interactive map with pins linking to Wikipedia and Wikidata pages about the members. The WES Centenary world map featured over 360 pins, a significantly larger figure than the proposed target of 200.

The project also saw a higher social media profile than expected, with Twitter in particular reaching new audiences, recruiting new Wikipedia editors, linking with more experienced ones, and making new connections in the field of the history of women in engineering.

Verena Holmes Diaries

The diaries and letters of Verena Holmes, WES President in 1931 and an influential mid-20th century engineer were shared with WES, when the current owner, a relative of a friend of Holmes, heard about the Centenary project. The diaries document the periods of 1945-47, which covers the formation of the engineering firm Holmes and Leather, and 1956-58. Content from the post-war diaries has already been used in several blogs and presentations and the transcriptions will be invaluable for future research.



Figure 2: Verena Holmes and Ruth Faris © Alamy

WES MEMBERSHIP

WES offers four types of Membership as follows:

Individual Members who pay an annual fee for Membership. There are various classes, including Associate Membership, Student Membership and Concessionary rates.

Supporters receive our newsletter but pay no fee and are not entitled to participate in WES governance.

Sponsored Members are supported by their employer or education facility who pay their Membership fees. They have all the rights of individual Members.

Patrons, Honorary Members and Fellows are individuals who are invited to join WES due to their place in the engineering community, their contribution to engineering, or in the case of Fellows, have shown meritorious achievements in engineering. Fellows pay a higher fee to the Society whereas Patrons and Honorary Members do not pay fees. The Associate Fellowship was introduced in 2020 and the first Associate Fellows, Emma Nicholson, Vince Pizzoni, Will Whittow and Fiona Hopkinson, were welcomed.

Table 1: WES Membership Figures 2020-21

Membership Type	March 2020	March 2021	% change from 2020
Members	1,095	882 ¹	-19%
Supporters	1,207	711	-41%
Sponsored	447	542 ²	21%
Patrons, Honorary Members and Fellows	59	86 ³	46%
TOTAL	2,808	2,221	-21%

¹ Since changes in WES' Articles in June 2020, members who are more than six months in arrears are now removed from the official figures, whereas previously they would have remained in the database until they were more than 15 months in arrears. The significant decline in Members and Supporters over the past financial year is entirely due to the database clean-up.

² As more partners have joined WES, so the number of Sponsored Members has increased.

³ A concerted effort has been made to recruit more Fellows, and the changes in the Articles now permit Fellows of Professional Engineering Institutions to become WES Fellows automatically.

Regional Clusters

WES has regional clusters to support Members at a local level and this work is undertaken through the volunteer efforts of our Cluster Coordinators. WES is sharing practice across the UK to encourage increased regional networking including with other regional groups, networks and local companies.

As of the end of March 2021, there were nine active Clusters:

Bristol, Bath, Gloucestershire & Somerset	Merseyside & Wirral	South Coast
Hertfordshire, Bedfordshire & Buckinghamshire	Midlands	Tees & Tyneside
London	Scotland	Wales

Membership Engagement

WES provides three Boards for Members starting out in engineering, the **Early Careers Board**, the **University Groups' Board** and in 2020-21 we introduced the **Apprentices' Board** to support the growing number of apprentices who have become WES Members. These Boards give young women valuable experience in committee work and governance, allowing Members to progress to the Directors' Committees and the Board of Directors, which also assists them in their work life. WES benefits from the perspective and viewpoint of our younger Members, giving us increased diversity.

Apprentices' Board

The WES Apprentice Board (WES APB) was formed in June 2020. With a wide range of individuals from different schemes, companies and backgrounds, they have completed a year of virtual-only work and interaction. Their key achievement this year has been planning a podcast mini-series, to be launched on INWED 2021 with weekly episodes to follow, based around different topics affecting young women coming into engineering apprenticeships.

Early Careers Board

The Early Careers Board (ECB) comprises 12 WES Members in the early stages of their career, pursuing their personal passions through suitable outlets supporting WES' ethos and mission statement. They represent the voice of early career WES Members and act as role models for women and girls who are considering a career in engineering. The WES ECB creates and supports projects which promote both inclusivity in engineering and career opportunities in Science, Technology, Engineering and Mathematics (STEM). In the five years since the WES ECB was formed, it has been both a partner and inventor of many projects including the WES Lottie Tour, WES 100 Violets Challenge, Draw an Engineer, Essay Competition, Engineering a Better World poster and has created its own ECB YouTube channel.

This year, the ECB ran a poster competition for 11–18-year-olds, and a Draw an Engineer competition for 5-11 year olds. Draw an Engineer has been a huge success, with an incredible 247 entries.

The ECB YouTube channel has been reaching more viewers over the last year, thanks to a combination of ECB Profile Videos, and STEM Challenge Videos. A huge amount of work has been put into these videos and they have been enjoyable both to create and to watch. A particular highlight was the Christmas STEM challenge that the ECB completed together on a video call.

Applications to join the ECB reached record numbers this year. This is testament to WES' strong links with partner organisations, and the Board's work increasing their reach on social media. The ECB is grateful for the hard work of those members that have stepped down and is excited to welcome new members.



SUPPORTING WOMEN ENGINEERING STUDENTS

University Groups' Board

The WES University Groups Board (UGB) is made up of representatives of 12 WES Affiliated University Student Groups from across the country. Chaired this year by Helena Dodd, the group meets quarterly to share best practice, aid networking and provide valuable feedback to WES on issues relevant to women engineering students as well as assisting in the planning of the WES Student Conference.

They self-motivate, self-organise and self-deliver their own projects which have included articles for the newsletter, members area content and the INWED University Poster Competition.

Recent articles for the WES website include Founding a Student Group – FAQs on how to start a WES student group written by a student group, a hints and tips article for mentoring and a guidance document about studying abroad. There has been a slight increase in the UGB numbers, with the majority of active groups being represented on the Board. The UGB also has a presentation slot at the WES Student Conference to inform the attendees about the University affiliated groups and their benefits.

Post A-Level Support Hub

In 2020, the government decided to cancel A-Level examinations because of the disruption to learning caused by the pandemic. The temporary measures put in place to assess students were a cause of concern for many. In response, WES published a comprehensive guide for A-Level students in August 2020 detailing how grades were reached, and how to appeal them, along with information on next steps, available university courses and apprenticeships, and advice from the WES Community.

12th Student Conference

The 2020 WES Virtual Student Conference took place on 20 November 2020 with a full programme of talks, discussions and professional development and training opportunities. In addition to the formal presentations, break-out sessions and online chat rooms hosted by volunteers from WES Student Groups, Early Careers Board and University Groups Board enabled attendees to meet and chat during breaks. The conference attracted nearly 300 attendees representing engineering faculties from 19 UK universities, across many disciplines and all years of study. The conference was sponsored by BAE Systems, Crane Building Services and Utilities, and FM Global.

WES Affiliated Student Groups

There were 17 WES-affiliated Student Groups in 2020-21:

Aston	Nottingham	University College London
Bath	Open	University of the West of England
Glasgow	Plymouth	Warwick
Hertfordshire	Queen Mary, London	Welbeck
Leeds	Surrey	York
Loughborough	Swansea	

WES Lottie Tour

With fewer site visits taking place and less time spent in laboratories, the 2020 WES Lottie Tour sponsored by GKN, had to adapt. Rather than sharing dolls as in previous years, volunteers were given the option to purchase their own doll at a discounted rate. Alternatively, volunteers could sign up to participate in a virtual tour where they could download images of Lottie and create their own photos without even having to leave their homes. Volunteers got hugely creative this year with Lottie getting involved in some incredible DIY projects, lockdown adventures and the odd Teams call here and there.

Numerous engineering companies took part, including GKN, Amazon, Arup, BAE Systems, Airbus, Hitachi, WSP and Ramboll, along with UK universities including the University of Exeter, University of Warwick, Loughborough University, and the University of Southampton.



Figure 3: Lottie working from home

CORPORATE PARTNERS

The WES Partnership Programme enables organisations to support women engineers and their own diversity and inclusion programmes. Benefits include:

- Knowledge and experience sharing opportunities among Partners
- Support for developing an organisation's Diversity and Inclusion strategy
- Opportunities to raise the company profile as an investor in women

Partners join WES of their own accord, often approaching the Society for support and advice and becoming partners as a result. It has been rare for WES to intentionally recruit partners, yet the numbers of partners continue to increase steadily, rising to 98 by the end of March 2021. In comparison, there were 42 partners in August 2018 – an increase of 133.33% in barely two and a half years.

Table 2: WES Partnership Figures 2020-21

Partnership Type	31 March 2020	31 March 2021	% change on 2021
Event Partner	1	1	0%
Company Partner	40	46	13.95%
Company Plus Partner	5	6	33.33%
Education Partner	21	21	0%
Not For Profit	7	10	35.29%
SME Partner	9	12	28.57%
Start Up	0	2	200%
TOTAL	83	98	16.57%

Bearing in mind the number of women who start their own business in order to flourish as engineers and entrepreneurs, WES introduced the Start-up Partnership in 2020. This introductory level is offered for 12 months during the company's first three years of incorporation, with the assumption that the company will then move onto the SME Partner level. Progress will be reviewed annually to see if this is a viable option.

WES launched monthly webinars in April 2020 to enable Partners to stay connected during the pandemic and to explore topics that matter to them. Following live broadcast, the webinars have been archived on a dedicated YouTube channel. The webinars that took place in 2020-21 were:

- Inclusive Leaders & Recruitment Retention
- Implementing Diversity Networks in your Organisation
- Diversity & Inclusion Strategy
- Using the Athena Swan Framework
- Sharing Diversity Success & Why Confidence Matters
- The Power of Difference in STEM
- Early Engagement and Leadership
- Returners
- Recruitment, Retention and Creating and Developing an Inclusive EDI Action Plan
- Smallpeice Trust and Stemazing: Strategy for Engineering Early Engagement
- Implementing Health and Wellbeing in your Organisation

Following an overwhelmingly positive response, the webinar series has become an ongoing initiative and will continue beyond the pandemic. As part of our increased support for partners, we also introduced the Partner section of the website in 2020, to include downloadable resources, access to the partner webinar archives and FAQs among many other things.

PROJECTS

Centenary Engineering Survey

In conjunction with the Royal Academy of Engineering, WES funded a survey of 6,229 UK Engineers, with 56% of responses from men and 43% from women carried out by Katalytik. The Survey was open for six months in late 2019 and WES and the Academy received the first draft of the final report in mid-February 2020. The pandemic delayed the finalising of the report, and it was anticipated that the findings would be published in early 2021. However, the difficulties of remote working meant the report was further delayed and the report is now expected to be published in Autumn 2021.

MentorSET

MentorSET is a unique cross-sector mentoring scheme developed by the Women's Engineering Society in 1998 to support women working in STEM. The scheme provides independent mentors who understand the challenges faced by women engineers and who provide support and advice.

WES continues to offer mentoring to individual Members for a fee as well as managing the mentoring programme for STEM Returners and as part of its Company Plus Partnerships.

The scheme is now provided by Mentorloop, which has allowed WES to offer a rate of £48 for members and £120 for non-members, encouraging women to join WES to take advantage of the reduced fee.

The scheme had a total of 132 participants comprised of 77 mentors and 41 mentees, with positive user feedback including "By choosing my own mentor I feel more invested in the relationship" and "We both feel we're getting what we need from the relationship".

INTERNATIONAL WOMEN IN ENGINEERING DAY (INWED)

INWED is an international awareness campaign which raises the profile of women in engineering and focuses attention on the amazing career opportunities available in this exciting industry. Since its origins on the 23 June 2014 to celebrate the 95th anniversary of the Women's Engineering Society INWED has grown enormously, receiving UNESCO patronage in 2016. The interest and enthusiasm from our international audience and participants has grown INWED considerably to the global phenomenon it is today.

INWED20 was sponsored by:

Boeing	Mercedes-AMG Petronas Formula One Team	Royal Air Force
Dialog Semiconductor	National Structural Integrity Research Centre (NSIRC)	Sonnedix
Engineering Construction Industry Training Board (ECITB)	OPITO	V12 Footwear
GCHQ	Royal Academy of Engineering	Wiley
Institute of Refrigeration (IOR)		



The 2020 theme was **#ShapeTheWorld**, celebrating how engineers can use their skills and knowledge to make the world a better place. Following the previous success of INWED, the same levels of celebration and coverage were expected, but INWED20's future became a lot more uncertain when the world was suddenly struck by the global COVID-19 pandemic. Determined to make the campaign another great success, resources were adapted to support home learning, home working and social distancing on a worldwide scale. Digital tools and platforms were explored to enable INWED20 to still make an impact and despite the potential setbacks, INWED20 had a **potential reach of 103 million**, far exceeding the 63 million enjoyed in 2019.

- During the month of June 2020, the INWED website was viewed over **56.5k times**, with **33,263 unique visits**.
- **International events** were registered with INWED in countries such as Canada, Japan, Hong Kong, Nepal, Nigeria, Ecuador, USA, and Australia.
- The 2020 campaign had a potential reach of **103 million users**, up from 63 million in 2019.
- INWED 2020 had direct engagement with **75.4K** up from 40K in 2019.
- Twitter followers on the @INWED1919 account increased by **1,228 since INWED 2019**.
- The campaign had top tweets from **The Royal Family, Labour Party, Mercedes-Petronas F1 Team, UK Space Agency, Rolls Royce Cars, Red Arrows and NASA**.
- INWED Instagram followers doubled from **400 to 875 followers** since the account launched in 2019.
- At noon (GMT) on 23 June (official INWED day), #INWED20 was **trending number 1 in the UK on Twitter**.
- **1,000 individuals** signed up to access the **resource pages** of the INWED website.
- Over **200 entries** were received for the three INWED 2020 poster competitions.
- **In the press:** in 2020 'International Women in Engineering Day' was reported in local, national and international press and online media sites, plus a multitude of company websites. There was coverage in the broadsheets in the UK, in South African press, Australia and the United States.



TOP 50 WOMEN IN ENGINEERING 2020

The theme for 2020 was **Sustainability** to celebrate women engineers who have contributed to sustainability within engineering and related roles.

The judges stated that the standard of the nominations was extremely high, highlighted the exceptional attainments made by women in sustainability and is testament to the difference that female engineers are making in shaping the world.

Sally Sudworth, the Environment Agency's National Programme Manager for Asset Management & FCRM Sustainability Lead (Net Zero Carbon Programme), WES Honorary Secretary and WE50 Head Judge said, "The panel of judges was thrilled with the outstanding achievements demonstrated by all of the winners and by the difference being made by the candidates".

In 2020, the presentation of the awards took place online. Winners had trophies sent directly to their homes and posed for a picture with their trophy (as seen in the montage below).



The 2020 WE50 (in alphabetical order):

Yasmin Ali,
Energy Innovation Project Manager, UK Government,
Department of Business, Energy and Industrial Strategy

Laura Bishop,
Director, Infinitas Design Ltd

Laura Brown,
Energy Research Programme Manager,
Newcastle University

Adele Carey,
Senior Sustainability Engineer, Arup

Dr Ellie Cosgrave,
Lecturer in Urban Innovation and Policy, UCL

Carla Denyer,
Councillor, Bristol City Council

Dr Pamela Dugdale,
Engineering Teacher, International Study Centre
Liverpool John Moores University

Rhiannon Evans,
Technician, Aecom

Laura Frost,
Associate, Cities & Climate Change, Arup

Ritu Garg,
Senior Transport Engineer, Arup

Dr Barnali Ghosh,
Technical Director, Mott MacDonald

Dr Rachel Gomes,
Associate Professor, Chemical and Environmental
Engineering, University of Nottingham

Prof Deborah Greaves,
Head of School of Engineering, Computing and
Mathematics, University of Plymouth

Prof Sandy Halliday,
Director, Gaia Group Ltd

Caireen Hargreaves,
Associate Director Product Sustainability, AstraZeneca

Kelly Harrison,
Associate, Heyne Tillett Steel

Martha Hart,
Senior Consultant, Ove Arup & Partners Ltd

Laura Hepburn,
Director, Greenology

Katherine Ibbotson,
Programme Carbon and Cost Manager, Environment Agency

Michelle Johnson,
Technical Director, Wood Environment and
Infrastructure UK Ltd

Jennifer Kelly,
Associate, Arup

Eftychia Koursari,
Civil Engineer, Amey

Clare Lavelle,
Energy Consulting Leader - Scotland, Arup

Professor Claire Lucas,
Associate Professor (Reader), University of Warwick

Dr Xuanli Luo,
Research Associate, The University of Nottingham

Brogan MacDonald,
Structural Engineer, Ramboll

Prof Mercedes Maroto-Valer,
Champion UK Industrial Decarbonisation Research and
Innovation Centre (IDRIC), Heriot-Watt University

Dr Kerry Mashford,
Non-Executive Director, Portfolio

Senamiso Mathobela,
Delivery Manager (TNCC), National Grid UK

Mhairi McCann,
Founder & CEO, Youth STEM 2030

Gill Nowell,
DSO Lead, Electralink

Prof Rachel Oliver,
Professor, Director of the Cambridge Centre for Gallium
Nitride, CSO of Poro Technology, University of Cambridge

Jo Parker,
Director, Watershed Associates

Sally Povolotsky,
Low Carbon Business Development Consultant,
Straight 6 Design Ltd

Philippa Ross,
Associate Director, Atkins

Anusha Shah,
Director - Resilient Cities, Arcadis

Sandra Šlihte,
Head of Engineering, Vattenfall Heat UK

Holly Smith,
Civil Engineer, Skanska UK

Chitra Srinivasan,
Real Time Control Software Engineer,
United Kingdom Atomic Energy Authority

Annie Stapley,
Assistant Engineer, WSP

Dr Alisa Stratulat,
Innovation Manager, Groupe Atlantic

Judith Sykes,
Senior Director, Expedition Engineering

Dr Petra Szilágyi,
Lecturer in Functional Materials,
Queen Mary University of London

Dr Elizabeth Tennyson,
Marie Skłodowska-Curie Actions Fellow,
University of Cambridge

Dr Camilla Thomson,
Chancellor's Fellow in Energy, The University of Edinburgh

Dr Mi Tian,
Lecturer, University of Exeter

Prof Valeska Ting,
Professor of Smart Nanomaterials, University of Bristol

Kusum Trikha,
Senior Engineer, WSP

Jana Marie Weber,
PhD Candidate, University of Cambridge

Laura Williams,
Health, Safety, Environment and
Quality (HSEQ) advisor, Keller

JUDGES OF THE WE50 AWARDS

The judges for the WE50 2020 awards were as follows:



Sally Sudworth,
National Programme Manager for Asset Management & FCRM Sustainability Lead, Environment Agency, (Head Judge)



Ann-Christin Andersen,
Rotork Board Member, Chair ESG Committee, CEO 4ADA, also Board Member for Maersk Drilling, Glitre Energi, and Quantafuel



Richard Coackley,
Past President & Sustainability Leader, Institute of Civil Engineers



Andrew Conway,
BAI Communications



Louise Kingham,
CEO, Energy Institute



Davide Stronati,
Global Sustainability Leader, Mott Macdonald



Joanna Wood,
Group Engineering Director, BAE Systems



Elizabeth Donnelly,
CEO, Women's Engineering Society

AWARDS

Caroline Haslett Lecture



The 2020 Caroline Haslett Lecture was held virtually on 10 December 2020 and also celebrated our annual award winners.

The Lecture was delivered by **Amanda Fisher**, CEO of Amey Plc. Having confessed to not being an engineer, Amanda Fisher opened the lecture by championing the trust she has in the "expertise" of her many employees who are engineers. She gave an inspiring lecture about leadership, equity, and impact of the pandemic.

Karen Burt Memorial Award

Each year WES asks Professional Engineering Institutions to nominate their best newly chartered female engineer, from which a winner of the Karen Burt Memorial Award is chosen. This most prestigious annual WES award was set up to encourage more women to aim for and celebrate the achievement of Chartered Engineer status. The 2020 Karen Burt Award Winner was **Tina Gunnarsson**, Digital Transformation Lead for Balfour Beatty Major Projects, nominated by the Institution of Civil Engineers.

Sally Sudworth, Head Judge for the 2020 Karen Burt Award, supported by Dr Katherine Critchley, said,

"The judges were very impressed by Tina's commitment to sustainability, demonstrating the application of her technical skills to improve transport links at Rubavu, Rwanda. From learning the local language of Kinyarwanda to deliver effective communications and engagement, to promoting engineering at the local schools, Tina's talent was evident.

"Her role in promoting SECT was also very impressive together with her support for the reverse mentoring scheme at Balfour Beatty. Tina was awarded the Renee Redfern Hunt prize by the ICE for her chartership assignment on the subject."

Tina Gunnarsson's response to winning the award was:

"It is an honour to have been awarded the Karen Burt Memorial Award. Dr Karen Burt was an incredibly accomplished engineer, and to share a passion with her for recruiting and retaining women in engineering is exciting. Engineering has empowered me to make positive changes in our communities to improve sustainability and diversity through teamwork, and I'd like to thank all the amazing people that I have worked with. I hope I can help to inspire more engineers to use their knowledge and skills to create positive changes in the world."

WES Prize Winner

WES is a sponsor of the **WES Prize**, awarded at the Young Woman Engineer of the Year Awards organised by the IET. WES CEO was once again on the judging panel and this year's winner was **Shrouk El-Attar**. An Electronic Engineer, Shrouk was recognised for her innovative work with smart tech and her inclusive approach to design.

Amy Johnson Inspiration Award

This award was created in 2016 to honour an individual not currently working in engineering or the applied sciences who has made a truly remarkable achievement in furthering diversity in these fields. The 2020 winner was **Fiona Hopkinson**, who was recognised for her dedication and commitment to raising the profile of STEM with young people and improving girls' perception of engineering.

Men As Allies Award

Launched in 2017, this award celebrates a male engineer or professional, working within the engineering, technical and applied sciences sectors, who has gone above the call of duty to support his female colleagues and address gender imbalance. The 2020 winner was **Mark Wild**, CEO of Crossrail. Mark was recognised for driving real change to improve diversity, with the percentage of women in senior leadership roles at Crossrail rising from 16% to 58% during his first 18 months as CEO.

Isabel Hardwich Medal

The Isabel Hardwich Medal is presented to WES members who have made an outstanding contribution above the call of duty to the Society over a sustained period. The 2020 winner was **Dawn Bonfield MBE**. Joining WES as a volunteer in 2012, Dawn became President in 2014 and CEO in 2016. Dawn is credited with founding National Women in Engineering Day (now International Women in Engineering Day), the Top 50 Women in Engineering Awards and the Amy Johnson Inspiration Award. Since leaving WES, Dawn continues to support WES.

Gillian Skinner Award

The Gillian Skinner Award recognises 'behind the scenes' contributions to WES undertaken by volunteers. The 2020 winner was former Chair of the University Groups' Board (UGB), **Jennifer Glover**, who was recognised for her initiative and hard work. Following her year as Chair, Jennifer took on the role of Student Liaison Officer, providing invaluable support to the UGB and managing the WES Student Groups programme.



ANNUAL REPORT OF THE TRUSTEES FOR 2020-2021

Objects

The Society is an educational charity. The Objects for which it is established are:

1. To promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering;
2. To advance the education of the public concerning the study and practice of engineering among women; and
3. To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Directors to be complementary, their dependants and (if they are deceased) their former dependants.

The trustees have reviewed the guidance contained in the Charity Commission's general guidance on public benefit and have considered how the Society's activities will contribute to the Society's Objects.

The government lockdown due to the COVID-19 pandemic, came a week before the beginning of the financial year, and as such had a significant effect on WES' activities during the 2020-21 financial year. Consideration of the effect the pandemic has had on WES's ability as a going concern is given below in the Financial Review, along with the measures taken by the Society to protect staff, volunteers and beneficiaries.

Activities

Promote the education of women in engineering sciences and other skills, the better to fit women to the practice of engineering

The Society promotes the education of women in engineering through its relationships with:

- WES Education Partners
- WES Student Members and Supporters
- WES Affiliated Student Groups and the University Groups' Board
- WES Apprentices Board, created in 2020
- WES Early Careers Board

and the following activities:

- 12th WES Student Conference, held online in November 2020.
- Post A Level Support Hub
- Supporting Member Clusters
- MentorSET, the WES mentoring programme

To advance the education of the public concerning the study and practice of engineering among women

The Society promotes the education of women in engineering through its relationships with:

- Partners – companies, not for profit organisations and education
- Event Sponsors
- Professional Engineering organisations e.g. the Royal Academy of Engineering, WISE, and the PEIs.

And the following activities:

- International Women in Engineering Day
- Caroline Haslett Prestige Lecture
- WES Awards including the Top 50 Women in Engineering (WE50); the WES Prize at the IET's Young Woman Engineer of the Year and the Karen Burt Memorial Award
- WES Centenary Trail Project
- WES Lottie Tour
- Representation at external events and in the media.

To relieve poverty amongst women who are or have been professional or technician engineers or technologists in allied sciences or educated in science or technology or in the art of techniques of engineering and allied sciences in other disciplines considered by the Council to be complementary, their dependants and (if they are deceased) their former dependants.

In the century since the founding of the Women's Engineering Society, the need for poverty relief has mostly been removed following the introduction of the NHS and social security benefits to the UK population. In the 21st Century WES' focus is now to encourage women to enter engineering as the best way to relieve poverty, given the significantly higher than average salaries commanded by engineers.

In 2020 there has been a focus on working with the many Corporate Partners to remove workplace barriers for women engineers and encourage more women to apply. WES has a job board on its website promoting engineering roles in the UK and has worked closely with STEM Returners to enable more women to return to engineering roles after a career break.

Achievement And Performance

The Society continues to perform well above expectations in view of its size. In recent years WES has moved from a wholly volunteer-led organisation to one with a small staff led by a Chief Executive Officer.

Membership and Partnerships

Membership subscriptions increased by 25% from £38,000 to £47,562. This was due to the bulk of Membership renewals occurring in April 2020 at the new rate of Membership fees, agreed at the AGM in October 2019.

The number of Company Partnerships increased by 18% from 83 to 98 within the year. This produced an income of £174,755 (2020: £214,000 due to recognition of previously deferred partnership income). A further £43,635 contributed towards specific projects, notably International Women in Engineering Day (INWED).

INWED attracted 13 sponsors, increased its potential reach on Twitter by 63.5% to 103 million (2019: 63 million) and trended at No 1 on Twitter on the day.

List of WES Partners

- | | | |
|---|--|--|
| 1. ABB | 33. Equinix | 66. Open University |
| 2. Airbus | 34. FCDO Services | 67. Pareto Facilities Management |
| 3. Alexander Associates | 35. FIND CDT EPSRC Centre for Doctoral Training in Future Innovation in Non-Destructive Evaluation | 68. QMUL (Queen Mary University of London) |
| 4. Allianz Engineering Inspection Services | 36. Firstco | 69. RAEng |
| 5. Amey plc | 37. FM Global (FM Insurance Company Ltd) | 70. Ramboll |
| 6. Anthony Best Dynamics Ltd | 38. Foram Brown Ltd | 71. Rotork |
| 7. Arup (Ove Arup & Partners Ltd) | 39. GCHQ | 72. RSK |
| 8. Aston University | 40. General Dynamics UK Ltd | 73. RWC (Reliance Worldwide Corporation Ltd) |
| 9. AstraZeneca | 41. GKN Automotive | 74. Safran Landing Systems |
| 10. BAE Systems | 42. Glasgow Caledonian University | 75. Scottish Power |
| 11. BAI Communications | 43. Gratte Brothers | 76. Sellafield Ltd |
| 12. BESA (Building Engineering Services Association) | 44. H+H Fire | 77. SME Graduate Employment |
| 13. Blue Ocean Seismic Services Ltd | 45. Henry Royce Institute | 78. Sonnedix UK Services Ltd |
| 14. BMet | 46. Heriot-Watt University | 79. Spirit Energy |
| 15. BMR Solutions | 47. Hitachi Information Control Systems | 80. SSE (Scottish & Southern Energy PLC) |
| 16. Burns & McDonnell | 48. HMD Sealless Pumps Ltd (Sunddne) | 81. Stirling Dynamics Ltd |
| 17. Cadent Gas Ltd | 49. Imperial College London | 82. SusHy |
| 18. CityFibre | 50. Institute of Refrigeration | 83. Thales |
| 19. Cordant People | 51. Johnson Controls (ADT) | 84. The Smallpeice Trust |
| 20. Costa Express | 52. KONE | 85. Toyota Manufacturing (UK) |
| 21. Coventry University | 53. Konecranes | 86. Transport for London |
| 22. Crane Building Services & Utilities | 54. Leonardo | 87. Two Sigma International Limited |
| 23. Cubic | 55. Malvern Panalytical | 88. UCL |
| 24. Cundall | 56. McCann | 89. Ulster University |
| 25. Dialog Semiconductor | 57. Met Police | 90. Uniper Energy |
| 26. Dornan Engineering Services Ltd | 58. Metis Consultants | 91. University of Birmingham |
| 27. DP World (London Gateway Port Ltd) | 59. MOD Defence Equip & Support | 92. University of Bristol |
| 28. Durham University | 60. Mott MacDonald | 93. University of Edinburgh |
| 29. Dyson Institute of Engineering and Technology | 61. National Grid | 94. University of Sheffield |
| 30. East Sussex County Council | 62. Network Rail | 95. University of Surrey |
| 31. Edinburgh Napier University | 63. Newcastle University | 96. University of Sussex |
| 32. EEMUA (The Engineering Equipment and Materials Users Association) | 64. NMITE | 97. University of Warwick |
| | 65. Nova Systems | 98. YASA Limited |

FINANCIAL REVIEW

Investment policy

The funds of the Society in excess of those needed to manage the day-to-day activities are currently invested in a specialist charity savings account. Whilst this offers an acceptable level of security of the capital invested the return reflects current interest rates and is therefore very low (an annual average of 0.3%).

Reserves policy

The Society finished the year with reserves of £219,222 (2020: £225,490) of which £13,588 (2020: £14,588) is restricted and £33,705 is in endowment funds, leaving £171,929 (2020: £177,197) in unrestricted funds. The Trustees keep income and expenditure under close review. Our current reserves policy is to maintain a minimum level of unrestricted reserves of £150,000 reflecting the anticipated costs of meeting our ongoing obligations for six months in the absence of further income. Income decreased significantly over the previous year, and though expenditure also decreased, the Society had to withdraw some funds from reserves to cover cashflow. The result was a small but acceptable deficit, given the extraordinary circumstances of the year.

Financial results

Total income for the year decreased by 33% to £311,474 (2020: £462,241), resulting in a net deficit of £6,268 (2020: surplus of £13,848) largely due to the pandemic-related cancellation of events in person, and the resulting loss of ticket sales. Total expenditure fell by 29% to £317,352 from £448,393 in 2020, largely due to a reduction in event costs.

Restricted funds

The Society maintains two restricted funds which were received for the following purposes:

Karen Burt Memorial Award

Prize for the best newly chartered female engineer; award made from fund interest and further donations.

NEC Lady Finnieston Fund

Hardship grants for electronic engineering students starting first degree or equivalent courses who have needs over or above the norm; awards made from the fund interest. No grants have been made from this Fund during the last financial year. WES is considering how it may best allocate funds.

Gifts in kind

The Society is very fortunate and grateful to have the support of the IET who provide office space and other facilities at a discounted rate. No rent was charged during the pandemic as the IET seized the opportunity of remote working to refurbish its building. WES expects to return to the building with a hybrid working model in January 2022 when rent will be charged again.

The main gifts that cannot be quantified are the valuable volunteer hours contributed to the Society by our Members. This especially applies to Trustees and Members involved with governance, many of whom are highly skilled and valuable professionals.

The Society continues to be grateful to the many Members who continue to make donations and to all those many individuals and organisations that provide time, services and support to help WES to achieve its aims.

Going concern with respect to COVID-19

The measures put in place by the government to limit the spread of COVID-19 involved a high degree of social disruption which had an impact on the delivery of and demand for WES activities and the availability of staff for work. In WES' case we weathered the first year of the pandemic with a loss of 33% of our income, together with a 29% decrease in our expenditure. This resulted in a small deficit of £6,268 (2020: surplus of £13,848) which the Trustees found acceptable in the circumstances. The Trustees continue to maintain close supervision of the charity's income and expenditure and are keeping a careful watch on the impact COVID-19 may continue to have.

Following the government announcement of the lockdown, the Trustees met by telephone conference on the 7 April 2020 to discuss WES' response to the pandemic. The Board had already instructed the staff to work from home from the 16 March 2020 and put in place the following measures to limit WES' exposure to financial risk.

- An immediate ban on paid overtime for all staff.
- All meetings and events in person scheduled before the end of July 2020 were immediately converted to virtual meetings. This limited WES' exposure to venue costs, but also limited WES' income from events.
- The Student Conference in person was cancelled and an online Student Conference webinar put in its place to support students with concerns about their future as a result of the pandemic.
- VAT payments were deferred until September 2020, and PAYE/NIC payments were deferred until the end of July 2020 to ease immediate cashflow concerns.
- Statutory Sick Pay was claimed for staff absences due to COVID-19.
- Planned raises in partnership fees in May 2020 were introduced for new partners, but renewing partners were given the opportunity to renew at 2019 prices before the end of July 2020 to reduce the risk of partners leaving.
- The Board anticipated a significant reduction in Student Membership fees, but the timing of the lockdown did not affect the bulk of annual Membership renewals in April 2020.
- Consideration was given to furloughing staff but only one staff member was furloughed for health reasons.

On assessing WES' ability to continue to adopt the going concern basis of accounting, trustees considered all available information about the future at the date they approved the accounts – in particular they gave consideration to their agreed 2020-21 budget and forecast for income, expenditure and cash-flows.

The Board was concerned about the effects of the pandemic on our partners' sectors, particularly the university sector and manufacturing, given the severe loss of income in aerospace. However, only six partners ended their relationship with WES, and not all because of the pandemic, but an additional 21 partners came on board, making a net gain of 15 partners overall.

Events in person did not resume in the financial year, and continuing uncertainty about the ability to hold meetings in person means that WES will only schedule such events when Covid infection rates are falling, and it is safe to do so. It is anticipated that most events will remain online until 2022 at the earliest.

The Society is based in the Headquarters of the Institution of Engineering and Technology who took advantage of remote working to refurbish their building. The WES team will continue to work from home until the refurbishment is completed, likely to be in January 2022. Return to work in person will then continue in a hybrid fashion with staff mostly working from home and only coming into the office for meetings or if homeworking is unsuitable.

Despite the small deficit for 2020-21, forecasts for the 2021-22 financial year are buoyant, with at least 10 more partners expected to join WES in the first quarter. WES' expenditure remains low due to homeworking and our income continues to increase. It is possible that we will be in a position to return some funds to the reserves in the next financial year and the Board will continue to review the situation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Women's Engineering Society was founded in 1919 and is governed by its Memorandum and Articles, amended in 1970, 1991, 2006 and 2014. It constitutes a charitable company, limited by guarantee, as defined by the Companies Act 2006 and in the event of WES being wound up, Members are required to contribute an amount not exceeding £1.

Extraordinary General Meeting June 2020

The appointment of the current CEO, Elizabeth Donnelly, in 2018 led to a governance review. Elizabeth has extensive governance experience in a wide range of organisations and advised the Board that they needed to take legal advice to bring the Memorandum and Articles up to current legal requirements. Advice was sought and given by the summer of 2019, and it was anticipated that the revised WES governing document would be put to the Society for approval at the 2019 AGM. However, the CEO sustained a broken leg in an accident in September 2019 and was unable to prepare the requisite documentation. An Extraordinary General Meeting was therefore called on 20 June 2020.

Under new legislation, any Memorandum has to be preserved and remain fixed permanently. This would not give WES the opportunity to alter its objects, so the WES Memorandum and Articles were revised to comprise a set of Articles with two parts. The first part retains much of the historic nature of the original document, yet still allows future revision. The second comprises detailed governance.

It was agreed that with the exception of the President, the Honorary Officers would be abolished, and the new Board of Trustees would comprise a President and eight elected Directors, with the ability to co-opt three additional Directors if required. Each Director and the President will serve a three-year term, staggered to retire in thirds, giving long-term stability to the Society, while also gaining fresh viewpoints annually. Transitional arrangements were put in place for the 2020 elections to enable staggered elections from 2021.

The formal role of the Council was removed from the Articles and Council Members formed Directors' Committees to support the work of the staff.

Other changes include the addition of Associate Fellowship as a class of Membership for women who are not engineers and men, but who should be rewarded for their meritorious achievements in assisting the Society. Both this class and the Associate Member class have been awarded the postnominals AFWES and AMWES, respectively. Members in arrears for more than six months may now be struck from the Register of Members and the new Articles also codify the use of electronic meetings, messaging and voting.

Recruitment and Appointment of New Trustees

Following the successful adoption of the new Articles in June 2020 elections were held in October 2020 for a President and eight elected Directors. The Directors of the company are also Trustees of the charity. Decision-making powers belong to the Board, which meets quarterly and communicates by e-mail and telephone conference as required between quarterly meetings. Board meetings are currently held online via Microsoft Teams during the pandemic.

The President and the Board of Trustees are elected for a period of three years in thirds by a ballot of all Members and the ballot results are announced at the Annual General Meeting in October. Any Member may stand for election to the Board with the exception of the President who must be nominated from among the former and current Board Directors.

Dawn Childs put herself forward for election as President and was elected unopposed for three years until October 2023.

Six other Members put themselves forward for election as Directors and there not being enough candidates for an election were all elected unopposed. In line with Article 26.3 the terms of the six candidates were determined by lot as follows:

2020-2023

Dr Katherine Critchley
Alexandra Knight

2020-2022

Emma Nicholson
Dr Pauline Smith
Adriana Vargas-Colwill

2020-2021

Chrisma Jain

There were two vacancies which were filled at the first Board Meeting of the new Board on the 7 November 2020 by co-opting Paul Cliff from North Face Consulting, who has extensive experience in Human Resources, and Susan Robson from National Grid, who is an expert in developing strategy. In accordance with Article 25.5.3 both Directors were co-opted for one year and may be re-co-opted if required.

Staff

The Trustees are supported by an executive team of paid staff, comprising a Chief Executive Officer (CEO), four support staff and a number of contracted professionals.

The change in the nature of WES' work as a result of the pandemic, meant that some long-standing staff members chose to pursue other opportunities and left WES. The continuing uncertainty meant WES welcomed two new team members to replace the departing staff, one to support our Membership and the other to support the Chief Executive Officer. Following the successful Centenary campaign, WES was delighted to appoint Helen Close as its Heritage Officer at the end of March 2021 to manage the extensive archives. At the same time, it was decided to appoint a Marketing and Communications Agency to manage the INWED campaign.

Current Staff

Chief Executive Officer	Elizabeth Donnelly	
Administrator/PA to the CEO	Anna Pluck	from March 2021
Heritage Officer	Helen Close	
Membership Manager	Tristan Holland	from February 2021
Partnerships Manager	Beatrice Pryor	

Departing Staff

Events Manager	Jo Weaver	to September 2020
Operations Manager	Roz Hamilton	to November 2020
Head of Marketing and Communications	Jacqui Hawkes	to February 2021
Membership and Volunteers Manager	Cath Heslop	to February 2021

Contractors

Editor, The Woman Engineer	Lynn Postle
Editor, e-newsletter	Jo Yates
Events Associate	Sarah Yates
Marketing and Communications	Genius Marketing



Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Society maintains a Risk/Opportunity Register which reviews major risks and establishes mitigation systems and activities to reduce/eliminate those risks.

Trustees' Responsibilities

The trustees (who are also Directors of the Women's Engineering Society for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- State whether a Statement of Recommended Practice (SORP) applies and the methods and principles in the SORP have been observed, subject to any material departures which are explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

None of the Trustees had any beneficial interest in any contract to which the Organisation was party during the year.

Signed on behalf of the Board of Trustees on 24 July 2021



Dawn Childs, FEng MA MDA CEng FICE FIMechE FRAeS FWES
President, Women's Engineering Society

Women's Engineering Society

(A Company Limited by
Guarantee)

Report and Financial Statements Year ended
31 March 2021

Registered Charity No. 1008913 Company No. 00162096

CONTENTS

Women's Engineering Society Year Ended 31 March 2021 Independent Examiner's Report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Respective Responsibilities of Trustees and Examiner

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 the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am member of the ICAEW, which is one of the listed bodies.

1. 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:
2. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or 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.

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.



Silvia Vitiello
For and on behalf of Moore Kingston Smith LLP Chartered Accountants

4 Victoria Square St. Albans Hertfordshire AL1 3TF

Date: 30 September 2021

Women's Engineering Society Year Ended 31 March 2021 Legal and Administrative Information

The Women's Engineering Society is registered as a charity and is a company limited by guarantee governed by its Articles of Association.

Charity No. 1008913, Company No. 00162096

Directors/Trustees

The directors of the Charitable company (the Charity) are its trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the trustees.

The trustees who served during the year were as follows:

Trustees:

Benita Mehra	Resigned 24 October 2020
Dawn Childs	
Sally Sudworth	Resigned 24 October 2020
Dr Josephine Douglas-Harris	Resigned 24 October 2020
Adriana Vargas-Colwill	
Dr Pauline Smith	
Jay Surti	Resigned 24 October 2020
Alexandra Knight	
Dr Katherine Critchley	
Chrisma Jain	Elected 24 October 2020
Emma Nicholson	Elected 24 October 2020
Paul Cliff	Appointed 7 November 2020
Susan Robson	Appointed 7 November 2020

Registered Office and Principal Office:

Michael Faraday House
Six Hills Way
Stevenage
Hertfordshire
SG1 2AY

President:

Dawn Childs

Vice Presidents:

(to 24 October 2020) Adriana Vargas-Colwill
(to 24 October 2020) Katherine Critchley

Honorary Treasurer:

(to 24 October 2020) Pauline Smith

Honorary Secretary:

(to 24 October 2020) Sally Sudworth

At the Extraordinary General Meeting of the Society held on the 20 June 2020, it was agreed to replace the Honorary Officers and Council-appointed Directors, with an elected President and eight Board Directors.

Independent Examiner:

Moore Kingston Smith LLP
4 Victoria Square
St Albans
Hertfordshire
AL1 3TF

Women's Engineering Society
Year Ended 31 March 2021
Statement of Financial Activities

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2021 £
Income and endowments from:					
Donations and legacies	2	87,187	-	-	87,187
Charitable Activities	3	218,390	-	-	218,390
Other Trading Activities	4	5,670	-	-	5,670
Investment Income	5	227	-	-	227
Total		311,474	-	-	311,474
Expenditure on:					
Raising funds	6	26,518	1000	-	27,518
Charitable activities	7	259,854	-	-	259,854
Other	8	29,980	-	-	29,980
Total		316,352	1000	-	317,352
Net income/(expenditure)		(4,878)	(1,000)	-	(5,878)
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		(390)	-	-	(390)
Net movement in funds		(5,268)	(1000)	-	(6,268)
Reconciliation of funds:					
Total funds brought forward	13	177,197	14,588	33,705	225,490
Total funds carried forward	13	177,197	13,588	33,705	219,222

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2020 £
Income and endowments from:					
Donations and legacies	2	136,615	-	-	136,615
Charitable Activities	3	313,363	-	-	313,363
Other Trading Activities	4	10,593	-	-	10,593
Investment Income	5	1,670	-	-	1,670
Total		462,241	-	-	462,241
Expenditure on:					
Raising funds	6	40,531	1000	-	41,531
Charitable activities	7	364,539	-	-	364,539
Other	8	42,323	-	-	42,323
Total		447,393	1000	-	448,393
Net income/(expenditure)		14,848	(1,000)	-	13,848
Other recognised gains/(losses):					
(Loss) on fixed assets disposal		-	-	-	-
Net movement in funds		14,848	(1000)	-	13,848
Reconciliation of funds:					
Total funds brought forward	13	162,349	15,588	33,705	211,642
Total funds carried forward	13	177,197	14,588	33,705	225,490

Women's Engineering Society
Year Ended 31 March 2020
Balance Sheet at 31 March 2021
Company number: 00162096

	Notes	31 March 2021 £	£	31 March 2020 £	£
Fixed assets:					
Tangible assets	10	5,344		8,343	
Total fixed assets		5,344		8,343	
Current assets					
Debtors	11	70,378		105,780	
Cash at bank and in hand		219,811		211,025	
Total current assets		290,189		316,805	
Liabilities					
Creditors: Amounts falling due within one year	12	(76,311)		(99,658)	
Net current assets			213,878		217,147
Net assets			219,222		225,490
The funds of the charity:					
Unrestricted funds	13	171,929		177,197	
Restricted funds	13	13,588		14,588	
Endowment funds		33,705		33,705	
Total Charity funds	13		219,222	-	225,490

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company 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.

The accounts on pages 24 to 31 were approved and authorised for issue by the Board of Trustees on 24 July 2021 and signed on their behalf by:



Dawn Childs President

The notes of pages 26 to 31 form part of these financial statements.

Women's Engineering Society

Year Ended 31 March 2021

Notes to the financial statements

1. Accounting policies

General information

The **Women's Engineering Society** is a Company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the Company information.

The financial statements are presented in Sterling and this is the functional currency of the Charity.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011.

The financial statements have been prepared under the historical cost convention.

Going concern

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern including the impact of Covid-19 pandemic. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and impact on income sources.

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.

Fund accounting

Unrestricted Funds are considered by the Directors as funds coming into the Charity and held in reserves to provide for the services of the Charity. Restricted funds are considered by the Directors to be funds that are granted to the Charity with certain additional requirements to provide specific charitable activities. Accounting for restricted activities is maintained separately to unrestricted funds, being reported separately to the commissioning bodies as required under the terms of the grant.

Women's Engineering Society

Year Ended 31 March 2021

Notes to the financial statements

1. Accounting policies (continued)

Cash and cash equivalents

Cash and cash equivalents are 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.

Fixed Assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Electronic Equipment - 20% of cost

VAT

The Charity is registered for VAT. Irrecoverable VAT is included in the cost of the item to which it relates.

Creditors

The Charity seeks to pay all creditors within agreed credit terms.

Leased Assets

Rental applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the income and expenditure account as incurred.

Governance Costs

Board expenses, insurances, clinical supervision, HR support and audit fee incurred are reported to comply with constitutional or statutory requirements of the Charity.

Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets such as trade and other debtors and short term investments (notice period not exceeding 3 months) and financial liabilities such as trade and other creditors. Basic financial instruments are initially recognised at transaction value and then subsequently measured at their settlement value.

Prior year restatement

Prior year restatements are accounted for by restating the comparative figures for the preceding period in the primary statements and notes and adjusting the opening balance of reserves for the cumulative effect.

Judgements in applying accounting policies and key sources of estimation uncertainty

Due to the nature of the charitable company's activities and financial statements, the Trustees do not consider there to be any significant judgements or sources of estimation uncertainty which could influence the reader's understanding of the financial statements.

Women's Engineering Society
Year Ended 31 March 2021
Notes to the financial statements (continued)

Trustees' Expenses

During the year ended 31 March 2021, no trustee expenses were reimbursed (2020: £494)

Average number of employees by activity	2021	2020
CEO	1	1
Office Staff	6	6
	7	7

10. Tangible fixed assets	Electronic Equipment	Total
Cost	£	£
At 1 April 2020	15,113	15,113
Additions	-	-
Disposals	(487)	(487)
At 31 March 2021	14,626	14,626

Depreciation		
At 1 April 2020	6,770	6,770
Charge for the year	2,610	2,610
Depreciation eliminated on disposal	(98)	(98)
	9,282	9,282

Net Book Value		
At March 2020	8,343	8,343
At March 2021	5,344	5,344

11. Debtors	2021	2020
	£	£
Trade creditors	65,559	70,226
Prepayments and accrued income	4,819	35,554
	70,378	105,780

12. Creditors: Amounts falling due within one year	2021	2020
	£	£
Trade debtors	18,159	43,235
Social security and other taxes	13,397	11,896
Accruals and deferred income	44,140	44,527
Other creditors	615	-
	76,311	99,658

Deferred income movement	
Deferred income b/fwd	39,927
Utilised in the year	(39,927)
Deferred movement increase in the year	30,100
Deferred income c/fwd	30,100

Women's Engineering Society
Year Ended 31 March 2021
Notes to the financial statements (continued)

13. Movement in funds

	Balance 01 April 2020	Movement in resources			Balance 31 March 2021
	£	Income £	Expenditure £	Gains/losses £	£
Unrestricted funds					
General funds	177,197	311,474	(316,352)	(390)	171,929
Restricted funds					
Karen Burt Memorial	14,588	-	(1,000)	-	13,588
Endowment funds					
NBC - Lady Finnieston	33,705	-	-	-	33,705
	225,490	311,474	317,352	(390)	219,222

14. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2021	Total 2020
Fixed Assets	5,344	-	-	5,344	8,343
Current assets					
Debtors	70,378	-	-	70,378	105,780
Cash and cash equivalent	172,518	13,588	33,705	219,811	211,025
Current liabilities					
Falling due within one year	(76,311)	-	-	(76,311)	(99,658)
	171,929	13,588	33,705	219,222	225,490

15. Share capital

The charitable Company is limited by guarantee with each of its members liable to contribute £1 in the event of its being wound up.

16. Related party transactions

There were no related party transactions for the year ended 31 March 2021.

17. Control

The Board of Trustees are deemed to be the controlling party.



Women's Engineering Society



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