

# THE WOMEN'S ENVIRONMENTAL NETWORK TRUST

England & Wales · Charity number 1010397

## Details

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|                |                                                                                |
|----------------|--------------------------------------------------------------------------------|
| Other names    | W E N, WEN, WOMEN'S ENVIRONMENTAL NETWORK, WOMEN'S ENVIRONMENTAL NETWORK (WEN) |
| Status         | Registered                                                                     |
| Legal form     | Charitable company                                                             |
| Company number | <a href="#">02520522</a>                                                       |
| Registered     | 1992-04-08                                                                     |
| Register       | <a href="#">View on the Charity Commission register</a>                        |

## Contact

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|         |                                                      |
|---------|------------------------------------------------------|
| Address | Ground Floor<br>20 Club Row<br>London<br>E2 7EY      |
| Phone   | 02074819004                                          |
| Email   | <a href="mailto:info@wen.org.uk">info@wen.org.uk</a> |
| Website | <a href="http://www.wen.org.uk">www.wen.org.uk</a>   |

## Activities

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**Objects:** TO PROMOTE THE PROTECTION AND PRESERVATION OF HUMAN HEALTH AND IN PARTICULAR THE HEALTH OF WOMEN AND THE NATURAL ENVIRONMENT BY THE ADVANCEMENT OF RESEARCH AND EDUCATION THEREIN AND IN THE INTER-RELATIONSHIP BETWEEN THE NATURAL ENVIRONMENT AND HUMAN HEALTH (AND PUBLICATION OF THE USEFUL RESULTS OF SUCH RESEARCH) AND BY SUCH OTHER CHARITABLE MEANS AS MAY BE THOUGHT FIT.

**Activities:** The principal activity of the company is to promote the protection and preservation of human health and in particular the health of women and of the natural environment by the advancement of research and education.

## Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training, Environment/conservation/heritage
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

- Scotland
- Throughout England And Wales

## Finances

| Period end | Income     | Expenditure | Assets   | Employees |
|------------|------------|-------------|----------|-----------|
| 2025-03-31 | £1,244,014 | £1,177,919  | £438,518 | 23        |
| 2024-03-31 | £1,116,723 | £1,217,891  | £372,423 | 23        |
| 2023-03-31 | £1,039,644 | £798,579    | £473,591 | 21        |
| 2022-03-31 | £839,474   | £836,951    | £232,526 | 23        |
| 2021-03-31 | £467,491   | £392,923    | -        | -         |

## Trustees

| Name                   | Role  | Appointed  |
|------------------------|-------|------------|
| <b>Monique Johnson</b> | Chair | 2023-07-11 |
| Dr Amiera Sawas        |       | 2024-10-14 |
| Dr Elizabeth Christie  |       | 2025-01-29 |
| Momotaz Begum          |       | 2022-03-17 |
| Suna Ramadan           |       | 2024-10-14 |
| Tallulah Staple        |       | 2023-07-11 |

**THE WOMEN'S ENVIRONMENTAL NETWORK TRUST**

England & Wales - Charity number 1010397

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# Accounts

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Company registration Number: 02520522

Charity registration number: 1010397

## **The Women's Environmental Network Trust**

**(A company limited by guarantee)**

**Annual Report and Financial Statements**

**For the Year Ended 31 March 2025**



# **The Women's Environmental Network Trust**

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## **The Women's Environmental Network Trust**

### **Reference and Administrative Details**

Trustees:                   **Ms Momotaz Begum**  
                                  **Dr Elizabeth May Christie** (appointed 29/01/2025)  
                                  **Ms Monique Johnson**  
                                  Ms Charlotte Miller (resigned 29/01/2025)  
                                  Ms Jenna Norman (resigned 09/07/2024)  
                                  Mr Anupam Parashar (resigned 16<sup>th</sup> October 2025)  
                                  **Ms Suna Ramadan** (appointed 14/10/2024)  
                                  **Dr Amiera Sawass** (appointed 14/10/2024)  
                                  **Ms Tallulah Staple**

Charity Registration Number   1010397

Company Registration Number   02520522

The charity is incorporated in England and Wales.

Registered Office           Ground Floor  
                                  20 Club Row  
                                  London E2 7EY

Auditor:                   Griffin Stone Moscrop & Co  
                                  21-27 Lamb's Conduit Street  
                                  London  
                                  WC1N 3GS.

Bankers                   The Co-Operative Bank Plc  
                                  Central Commercial Branch  
                                  P.O. Box 250  
                                  Skelmersdale  
                                  WN8 6WT

Triodos Bank  
Deanery Road  
Bristol  
BS1 5AS

## **The Women's Environmental Network Trust Trustees Report**

The Trustees present their report and the financial statements for the year ended 31 March 2025.

This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum & Articles of Association.

## **1)VISION AND MISSION STATEMENT**

### **We believe climate justice is gender justice.**

Climate justice is a feminist issue. Women, particularly racialised, disabled and marginalised women, stand on the front lines of the climate crisis and experience the most acute effects. Yet they are systematically excluded from shaping decisions that impact both their lives and the climate crisis. Only an intersectional eco-feminist approach can deliver fair, lasting climate solutions.

### **OUR VISION**

A world where women, communities and the planet flourish because our society is equitable, collaborative and caring.

### **OUR MISSION**

To work collectively to create viable alternatives to oppressive systems, to end the exploitation of women and the natural world.

## **2 PRINCIPAL ACTIVITIES**

### **• Our year in numbers**

2024-25 was an important year for Wen. We focused on our foundations with the creation and launch of a new organisational strategy, setting out our ambition to build a world where women, communities and the planet can flourish. Our collaboration with partners grew and we strengthened our work to amplify racialised and marginalised women's voices, strengthening their participation and leadership and working towards systemic change.

#### **In 2024/25:**

- Over 10,000 women reached with our events and campaigns
- Over 10,000 people engaged in toxic-free advocacy
- 200 collaborative partners engaged through joint campaigns and projects
- 60 racialised and marginalised women's voices amplified
- One new organisational strategy
- Two Co-Directors in place
- Six new members of staff
- 44% of staff identify as People of Colour (compared to 4.5% across UK environmental charities)

## **The Women's Environmental Network Trust Trustees Report**

### **• Methods of change**

#### **Creating impact with partners**

As an environmental organisation, we are part of a diverse and intersectional feminist ecosystem for change.

We build relationships rooted in trust, care and mutual accountability. Whether co-creating campaigns, research or joint policy briefings, we share power to grow collective impact and systemic change. We collaborate with a diverse range of partners - from NGOs, coalitions and eco-businesses to grassroots community organisations - recognising that lasting change comes through solidarity and shared purpose.

#### **Rooting ourselves in intersectionality**

We recognise that environmental injustice affects women differently depending on race, class, disability, migration status and more. That's why intersectionality underpins everything we do, from who we work with, to how we design projects, and the language we use.

We embed feminism in the way our organisation is structured and led. Our intersectional feminist leadership model has two Co-Directors who share power and responsibility, and a flat organisational structure that prioritises collaboration over hierarchy. This means we make decisions collectively, value lived experience alongside professional and learned expertise, and create space for staff, partners and community members to co-design projects and shape strategy together.

#### **Becoming an anti-racist organisation**

We are committed to doing the internal work required to be an actively anti-racist organisation. We continued to diversify our staff team and board of trustees. We took part in the [RACE Report](#) - to speed up diversity and inclusion within the environment sector - for the third year running. We held regular learning circles and created a People of Colour care space to ensure staff feel supported.

#### **Decolonising our practice**

Decolonising our practice means shifting power, listening more and telling stories differently. We are learning from our staff and partners, revising our language, and making space for women, particularly racialised and marginalised women, to lead.

In our organisation and projects, we prioritise participatory approaches that centre the voices, experience and expertise of those most affected by environmental and social injustice. We challenge dominant narratives by platforming stories that are often silenced or overlooked, and we actively seek out partnerships with groups led by racialised, disabled, working class and migrant women. Decolonising our practice is an ongoing process.

## The Women's Environmental Network Trust Trustees Report

### • Our strategy in action

Wen's strategy was co-created using a participatory process, guided by an internal working group and involving the input of all staff members. It recognises Wen's unique lens, of **gender, health, equity and environmental justice**, and that we exist in a politically and economically turbulent time, which presents both opportunities and challenges.

**Our strategy sets us on a path for 2025–2030.** We want to show that a different way of doing things is possible. This sets out our key achievements under each of our **six priorities**

#### **STRATEGIC PRIORITY 1:**

##### **PUT GENDER AND INTERSECTIONAL EQUITY AT THE HEART OF A GREEN ECONOMY AND CLIMATE POLICY.**

In 2024/2025 we:

- **Expanded our partnerships** with a range of organisations working on this agenda including with Women's Budget Group, Birth Companions, The Climate Coalition, Climate Justice Coalition, UNISON and Women's Institute (WI).
- Deepened our work on **reproductive justice**, leading the way towards new policy in this area through embedding a policy briefing with Birth Companions into our work.
- Initiated exploratory discussions with partner organisations and legal experts about the potential for taking **climate litigation**.

#### **STRATEGIC PRIORITY 2:**

##### **INFORM AND ENABLE WOMEN TO ACCESS SAFE, HEALTHY, TOXIC-FREE AND SUSTAINABLE WAYS OF LIVING.**

In 2024/2025 we:

- Made an urgent call for our **Menstrual Health, Dignity and Sustainability Act**, as part of our Environmenstrual Campaign, supported by Baroness Natalie Bennett, leading academics, the Royal College of Gynaecologists and Obstetricians, and around 40 other organisations and experts.
- **Met with Defra Minister Emma Hardy**, with other chemical focussed NGOs, calling for alignment with the EU REACH chemicals policy and bringing gendered and intersectional perspective on the impacts of toxic chemicals on women's health.
- By supporting reusable nappy uptake, **we prevented 982 tonnes of disposable nappy waste**, saving an estimated £109,984 in disposal costs for councils in 2024/25.

**The Women's Environmental Network Trust  
Trustees Report**

**STRATEGIC PRIORITY 3:**

**NURTURE NEW LEADERS AND AMPLIFY THE VOICES OF RACIALISED AND MARGINALISED WOMEN FOR ENVIRONMENTAL JUSTICE.**

In 2024/2025 we:

- Secured the **expansion of the Climate Sisters movement** with new funding from the Climate Action Fund.
- **Engaged 60 racialised and marginalised women** through the Climate Sisters Leadership programme and hosted a Climate Sisters' showcase at the Barbican Centre in London.
- **Appointed Shabina Ali**, a former Climate Sister, as our Real Nappies for London project officer.

**STRATEGIC PRIORITY 4:**

**IMPROVE WOMEN'S LIVES AND HEALTH THROUGH A DEEPER CONNECTION TO NATURE.**

In 2024/2025 we:

- **Expanded the Soil Sisters project** by bringing therapeutic horticulture to another women's refuge in East London.
- **Supported women to grow their own food** and engage in hands-on sessions at Wen's Limbrough Hub, through our Soil Sisters work in women's refuges, and the Tower Hamlets Food Growers Network, coordinated by Wen.
- **Improved the mental and physical wellbeing** of women taking part in our projects.

**STRATEGIC PRIORITY 5:**

**BUILD MOVEMENTS FOR SUSTAINABLE, WOMEN- AND COMMUNITY-LED SYSTEMS, WITH A FOCUS ON A JUST FOOD SYSTEM.**

In 2024/2025 we:

- **Influenced local policy** with Tower Hamlets Council making food systems the focus of its five-year public health strategy, inspired by Just FACT, coordinated by Wen.
- **Relaunched the Tower Hamlets Food Partnership** working with councils, housing providers, charities, local voluntary organisations, local businesses, schools and food growers. More than 26 projects and over 100 individuals formed an interconnected network driving food and climate justice across Tower Hamlets.
- **Delivered three seasonal gatherings** of the Tower Hamlets Food Growers Network, to celebrate and advocate for community food growing spaces.

**STRATEGIC PRIORITY 6:**

**GROW A HEALTHY, VALUES-LED, PARTICIPATORY ORGANISATION.**

In 2024/2025 we:

- Continued to diversify our staff team and board of trustees and **lead on equity** in the environmental sector.
- Improved our recruitment process, making it more **accessible to those with lived experience** and recruiting from our Climate Sisters Leadership Programme.
- Secured **diverse funding** to invest in communications, fundraising and operations.

## The Women's Environmental Network Trust Trustees Report

### ● Projects and campaigns

Wen's work is grounded in five core pillars that reflect our vision for a just and sustainable world: a Green Caring Economy, Feminist Climate Leadership, Feminist Toxic Free Futures, Feminist Food Justice, and Nature for Health.

Our projects and campaigns bring these pillars to life, ranging from grassroots community initiatives to national policy change. The following section highlights our impact across each area.

### **GREEN CARING ECONOMY**

#### **Feminist Green New Deal**

Wen is working with partners to advocate for a Feminist Green New Deal that places gender, racial, and social equity at the heart of plans to transition to a green economy. The Feminist Green New Deal aims to ensure that efforts to address environmental challenges are inclusive and just for all communities. It is a bold vision for tackling the climate crisis while addressing systemic inequalities. It centres the voices of women, particularly those from racialised and marginalised communities, in shaping a green, caring economy that works for people and the planet.

#### **Highlights**

- **Embedding reproductive justice:** We strengthened our work on a Feminist Green New Deal, embedding 'Reproductive Justice and the Climate Emergency', our policy briefing developed with Birth Companions, into our work through the year. Our accompanying opinion piece in the *British Medical Journal* took this message to new audiences across health, policy and climate sectors.
- **Building interfaith alliances for climate action:** We partnered with the Women's Interfaith Network for a joint event on Keeping Faith in Climate Action, strengthening connections between faith, feminism and climate justice.
- **Thought leadership on faith and activism:** Co-Director Zarina Ahmad contributed to the Women's Interfaith Network's 20th-anniversary book with a chapter on Keeping Faith in Activism, a powerful reflection on hope, belief and environmental action.
- **Feminist voices in Scottish politics:** Zarina also co-authored *Fighting Climate Change and Patriarchy* with Katie Swan-Nelson for a new book laying out a radical feminist roadmap for Scotland ahead of the 2026 elections.
- **Palestine and climate justice:** We published a thought piece exploring why Palestine is a feminist climate justice issue, drawing urgent connections between colonialism, gender and environmental injustice.

**The Women's Environmental Network Trust  
Trustees Report**

**FEMINIST CLIMATE LEADERSHIP**

**Climate Sisters**

Women in East London are leading powerful local climate action and reshaping the narrative on who holds environmental knowledge.

The period 2024/2025 marked the second year of the Propel-funded Climate Sisters project. We worked to make systemic change by amplifying racialised and marginalised women's voices in climate justice debates and in the transition to a low-carbon economy.

**Highlights**

- **Three creative showcases reaching 300 people:** These included exhibitions and performances at the Barbican, Brady Arts Centre, and RichMix, led by Climate Sisters and Siblings exploring identity, resistance, and climate justice.
- **New partnerships with five community organisations:** New relationships across Tower Hamlets and Hackney engaged diverse groups from East London Mosque to Claudia Jones Organisation.
- **Powerful storytelling rooted in heritage:** Participants shared personal and ancestral experiences of climate impacts from the Caribbean, Somalia, and beyond through textiles, art, and performance.
- **Personal growth:** From a Climate Sister joining the Wen staff team and young people gaining confidence and skills, to a 76-year-old learning filmmaking - which she now uses to fundraise for a summer school project she founded in St. Vincent.
- **Connection and inspiration through shared experience:** From a group boat trip on the River Lea, a visit to Tate Modern, and continued support through mentorship and collective learning.

**FEMINIST TOXIC FREE FUTURES**

**Environmenstrual**

In October 2024, Wen launched a bold call for a Menstrual Health, Dignity and Sustainability Act, demanding urgent action on menstrual equity, public health and environmental safety.

Backed by over 45 leading experts, organisations and campaigners, the Act outlines practical, transformative measures to address the systemic failures surrounding menstrual products, education, access and regulation in the UK.

The campaign, launched during Environmenstrual Week, is a direct response to growing concerns about exposure to toxic chemicals in period products, period equity, environmental waste and the ongoing stigma around menstruation.

## The Women's Environmental Network Trust Trustees Report

### Highlights (Environmenstrual)

- **A new legislative blueprint:** We launched the Menstrual Health, Dignity and Sustainability Act, a comprehensive policy vision to transform the UK's approach to menstrual equity and product safety.
- **Backed by sector leaders:** Over 45 high-profile supporters backed the Act, including Baroness Natalie Bennett, Dr. Karen Joash, Girlguiding, and Bloody Good Period.
- **Elevating menstruation as a public health issue:** The campaign reframed menstrual equity as both a human rights and public health issue, urging the UK to catch up with global best practice.
- **Public opinion research:** Our survey found that 86% of UK women and those who menstruate support stronger regulation of period products, and 89% want full ingredient labelling.
- **Championing sustainable solutions:** The Act demands free, sustainable, toxic-free period products for all, to reduce health risks and environmental harm.
- **Media coverage:** Wen was included in key titles including *The Ecologist*, *BBC Future's article on the most sustainable period product*, and *The Conversation with academic Poppy Taylor*.

### Erasmus + Mensy. The menstrual education project

Between March 2024 and March 2025, Wen co-led the UK research arm of MENSY, a bold, international two-year initiative advancing menstrual justice, youth leadership and sustainability. Funded by Erasmus+ and delivered in partnership with feminist and environmental organisations across six European countries and including Ukraine and the UK, the project is creating a powerful, cross-border movement to break menstrual taboos and promote safe, accessible, low-impact period products.

#### Highlights

- **Launched the UK MENSY Ambassador programme:** We recruited 30 youth leaders passionate about menstruation, sustainability and social justice to join the UK's first cohort of MENSY Ambassadors.
- **Delivered transformative training:** Ambassadors took part in comprehensive training covering product safety, climate impacts, menstrual health, and how to lead campaigns and workshops.
- **Challenged stigma and silence:** Through the training, 30 Ambassadors are equipped to open up conversations on menstrual justice in schools, youth spaces and organisations.
- **Centred equity and empowerment:** MENSY focuses on empowering marginalised voices and shifting period narratives from shame to strength.
- **Part of a pan-European movement:** We are working alongside partners in Ireland, Croatia, Spain, Hungary, Portugal, the Netherlands and Ukraine to scale impact across borders.

## The Women's Environmental Network Trust Trustees Report

### The Green Baby Campaign

Wen's Green Baby programme continues to lead the call for a toxic-free future for parents, carers, babies and children. On 12 June 2024, the **second annual Green Baby Day** highlighted toxic chemicals found in everyday baby products and the urgent need for stronger public health protections and improved regulation in the UK.

Our new **Green Baby survey** revealed that 90% of parents are concerned about the health impacts of toxic chemicals in baby products, with 77% saying the UK government is not doing enough to protect families. The campaign drew attention to the UK's chemical regulation 'standstill' since Brexit and demanded that toxic chemicals be treated as a public health priority.

#### Highlights

- **A national call to action and new parent-led research:** Green Baby Day 2024 shone a spotlight on toxic chemicals in baby products and called on the UK government to treat chemical safety as a public health priority. Wen's Green Baby survey found 90% of parents are concerned about toxic chemicals harming their child's health, and 77% think the UK government is failing to protect them.
- **Exposing regulatory failure:** The campaign highlighted how the UK has fallen behind post-Brexit on toxic chemical regulation, leaving families in the UK more vulnerable than those in the EU.
- **Powerful partnerships:** Weleda UK, Natracare and The Savitri Trust supported the campaign and Green Baby Day brought together expert voices in maternal health, child rights, environmental justice and policy. Dr Karen Joash, Consultant in Obstetrics and Gynaecology at Imperial College Healthcare NHS Trust joined Wen as an Ambassador.
- **Engaging public events:** A panel discussion at Amnesty International explored why toxic chemicals aren't on the public health agenda, with speakers including Baroness Natalie Bennett and Dr Karen Joash.
- **Media partnerships to extend reach:** Green Baby Day was featured by eight media outlets, including a media partnership with [The Green Parent](#). Coverage also appeared in [My Green Pod](#), Green Living Blog and other specialist green lifestyle and product media.

### Real Nappies for London

Real Nappies for London is a waste prevention programme supporting families across London to get started with reusable nappies as a sustainable alternative to disposables. The scheme offers a voucher worth up to £70 to make reusable nappies more affordable and accessible. Our goal is to reduce single-use nappy waste, help families save money, and promote healthier more sustainable choices.

Between April 2024 and March 2025, working in partnership with eleven London Boroughs, we issued 1,203 vouchers. As of July 2025, 815 vouchers have been redeemed, with final figures available after October 2025.

## The Women's Environmental Network Trust Trustees Report

### Highlights (Real Nappies for London)

- **Issued 1,203 reusable nappy vouchers:** Helping families across London get started with reusable nappies and make more sustainable and affordable choices.
- **Prevented 982 tonnes of single-use nappy waste:** By supporting reusable nappy uptake, we helped prevent an estimated 982 tonnes of disposable nappy waste<sup>1</sup>, saving an estimated £109,984 in disposal costs<sup>2</sup> for councils in 2024/25.
- **Engaged 947 people through 90 community outreach events:** We delivered a mix of in-person and online community events providing families with hands-on information and practical support.
- **Made reusable nappies free and accessible through give & take events:** 14 of our 90 events were reusable nappy give & take events, enabling families to access reusable nappies at no cost. These events keep good-quality reusable nappies in circulation, reduce single-use waste, and eliminate upfront costs, making sustainable choices accessible to more families.
- **Celebrated Reusable Nappy Week (22-28 April 2024):** We celebrated the benefits of reusable nappies through a coordinated week of educational activities, community engagement, online campaigns and giveaways.

## FEMINIST FOOD JUSTICE

### Just FACT (Just Food and Climate Transition)

Just FACT (Just Food and Climate Transition) is a five-year, community-led programme coordinated by Wen to build a fairer, more sustainable food system in Tower Hamlets. It brings together grassroots groups, growers, residents and organisations to tackle the climate crisis and food injustice, while centring equity, care and community leadership.

Just FACT has built a stronger, better-connected movement for a fair and sustainable food system in Tower Hamlets. Working with partners across the borough, Just FACT has helped increase access to healthy, sustainable, culturally appropriate and affordable food. From rooftop gardens and city farms to food co-ops and composting schemes, the programme has supported a wide range of innovative projects that offer practical, community-led solutions to the climate crisis.

### Highlights

- **Influencing local policy:** Tower Hamlets Council is making food systems the focus of its next five-year public health strategy, inspired by Just FACT.
- **A stronger local movement:** More than 26 projects and over 100 individuals formed an interconnected network driving food and climate justice across Tower Hamlets. Just FACT has created space for local residents to share their knowledge and solutions to the food and climate issues faced.
- **Increased access to sustainable food:** Community-led growing projects and food co-ops have improved access to healthy, culturally appropriate, affordable food across the borough.

## The Women's Environmental Network Trust Trustees Report

### Highlights (JustFACT continued)

- **Scalable community-led solutions:** From anaerobic digestion to bulk-buying food co-ops, Just FACT has piloted innovative models that can be replicated beyond Tower Hamlets.
- **Reducing food-related emissions:** Projects across the programme have cut emissions by tackling food waste, reducing imports, increasing composting and growing food locally.
- **Expanding community leadership:** Just FACT supported diverse community leadership, with employment opportunities at Stepney City Farm, R-Urban Poplar and others, and created space for local people to shape decisions.

**By the end of year four, 17,000+ residents have taken part in learning activities, uplifting local expertise and cultural food knowledge, and involving nearly 200 volunteers.**

### The Tower Hamlets Food Partnership (THFP)

The Tower Hamlets Food Partnership is a cross-sector network building a fairer, healthier and more sustainable food system for everyone in Tower Hamlets.

We bring together schools, NHS bodies, academics, resident collectives, artists, campaign groups, charities, community organisations, small businesses and social enterprises, faith-based groups, council teams, housing providers, trade unions, and more.

### Highlights

- **Inclusive engagement:** Starting in January 2025, we have delivered over 80 hours of paid bursaries to actively support and expand inclusive participation, ensuring that diverse voices and lived experiences were meaningfully represented across all our activities.
- **Strategic representation:** Tower Hamlets Food Partnership demonstrated strong strategic presence in 2025, with representation across 14 local events, 5 regional (London-wide) platforms, and 9 national forums—ensuring that local voices and priorities were visible in key policy and advocacy spaces.
- **Strategic aims identified:** We have prioritised strategic aims collaboratively, based on when partners feel energised and ready to lead. This flexible, responsive approach ensures that our work is grounded in real community momentum and collective care.

These areas are:

- Food Access and Insecurity
- Land Access and Food Growing
- Holistic School Food
- Community Wealth Building
- Community-Led Circular Waste Solutions
- Community-Led Health and Wellbeing
- **A vibrant and growing network:** Over 200 individuals and groups united by a shared commitment to transforming the local food system make up THFP. Our members span council teams, resident collectives, schools, NHS bodies, research institutions, community gardens, city farms, housing associations, activist groups, local businesses, and more.

## The Women's Environmental Network Trust Trustees Report

### Food Lives Tower Hamlets

Food Lives Tower Hamlets is run by Wen and the University of Sussex and is taking place on the St George's Estate, Shadwell. The project looks at the role food plays in our lives and the importance of history, culture and heritage to our food habits. The project includes research, the co-development of new products, supply chains and policy frameworks that aim to deliver an affordable, healthy and sustainable diet to communities in Tower Hamlets. It is part of the FoodSEqual programme.

#### Highlights

- **Centred community voices:** Food Lives Tower Hamlets continued working with local communities to increase choice and agency over the food they eat.
- **Insight-led research:** Conducted in-depth research into perceptions of organic fruit and vegetables in partnership with Leaders In Community's food co-op, grounding findings in lived experience.
- **Future-proofing crops:** Partnered with Tozer Seeds to explore the feasibility of growing climate-resilient Bangladeshi vegetables in the UK; supporting food sovereignty and cultural relevance in the face of climate change.
- **Creative collaboration:** Launched a new partnership with illustration students at Falmouth University to visually explore and communicate key themes emerging from the project.
- **Sharing feminist methodologies:** Shared research findings and our innovative feminist research approach at events and conferences from Finland to Bristol and Sussex, influencing wider academic and practitioner networks.

### Tower Hamlets Food Growers

The Tower Hamlets Food Growers' Network has continued to thrive, with regular gatherings and 10 workshops planned around topics chosen by local food growers and participants. The aim is to support connection, learning and practical action among the borough's diverse community of growers.

Now in its fifteenth year, the network has grown from humble beginnings, often operating on a shoestring budget, into a well-resourced, trusted space that brings together everyone from balcony gardeners to established community growing spaces.

#### Highlights

- **Reaching 80-100 participants at each seasonal network gathering:** Building connections and relationships across communities, between small food growing projects and with individual participants.
- **Sharing resources, equipment and tools:** This evolved organically but has led to additional community benefits such as saving money and avoiding waste going to landfill.
- **Skill sharing and learning:** Information about food growing techniques has been passed on through workshops, newsletters, site visits and guest speakers at the gatherings. Workshops included composting, designing and planning gardens, seed saving, identifying plants, making raised beds and benches.

## The Women's Environmental Network Trust Trustees Report

### Highlights (Tower Hamlets Food Growers continued)

- **Advocacy:** We have raised awareness of local, national and international environmental issues impacting food growing by connecting it with campaigns and movements such as the Right to Grow and Access to London.
- **Change:** Recognising, valuing and forefronting existing food growing and cooking knowledge held in communities which could be ancestral, cultural or lived experience.

### Limborough Hub

The Limborough Food Hub in Poplar hosts a programme of activities enabling co-produced, community-led climate action through creating a better food system.

Food justice sits at the core of many Tower Hamlets residents' greatest challenges. Transforming the food system is not just part of the solution, it's central to building a future where wellbeing, equity, and resilience are at the heart of our communities.

### Highlights

- **Limborough kitchen has been a lifeline for families in temporary accommodation:** Each week, 4 to 6 families have relied on the Limborough kitchen as their only opportunity for a hot, culturally appropriate meal. Living in temporary housing with no access to cooking facilities, these families have told us that preparing fresh, wholesome food for themselves restores a sense of dignity and humanity. This is one of the most impactful and vital activities at Limborough, directly supporting people living on as little as £8 a week.
- **18 community gardeners growing food that connects to culture and heritage:** Our 18 regular gardeners each tend their own raised bed at Limborough, cultivating crops linked to their cultural diets. People meet to share skills, stories and seeds. You'll often hear pride in the way knowledge is passed down from generation to generation, keeping traditional growing practices alive and valued.
- **12 community members gained woodworking skills through collaborative workshops:** In partnership with The Woodshop of Recycled Delights (WoRD), we ran a series of practical workshops teaching 12 gardeners and volunteers how to build raised beds and benches. For many, it was their first experience using power tools and their creations now serve the wider garden community.
- **Corporate volunteering at Limborough strengthens connection and purpose:** Our community garden has become a powerful site for corporate volunteers to reconnect with nature, support environmental sustainability and build meaningful relationships. Getting hands in the soil nurtures empathy and shared purpose.
- **Mental health and wellbeing rooted in community:** The Limborough Hub provides essential support for mental health and wellbeing. In times of stress, grief or isolation, people find comfort in shared meals, gardening, creative workshops or simply a chat over tea. These spaces offer belonging, connection and purpose, allowing individuals to be seen, heard and supported in a nurturing environment where mental health can flourish.

**The Women's Environmental Network Trust  
Trustees Report**

**NATURE FOR HEALTH**

**Soil Sisters**

Soil Sisters is one of Wen's most transformative and profound projects, using therapeutic horticulture to support women and children living in refuges in East London. Many of the women we work with have experienced domestic violence, forced marriage, trafficking, or have fled conflict and persecution. The programme brings therapeutic horticulture and growing spaces to refuges and refugee settings. Through gardening, cooking, and spending time in nature together, Soil Sisters provides space for healing, connection, and joy.

**Highlights**

- **Improved wellbeing and connection:** Women reported better mental health, increased confidence, and a renewed sense of purpose and connection with nature through hands-on gardening, peer support, and shared meals.
- **Reduced isolation through community excursions, trips and nature-based events:** Like visits to Kew Gardens, Limbrough cooking sessions and Tower Hamlets Food Growers' gatherings have helped women feel part of the wider world again.
- **Restoring agency and dignity:** Sessions provide structure, purpose and control, which is especially important for women navigating the asylum process or recovering from trauma. It also provides a space to play, learn and be together with their children in a way that some have been denied for a long time whilst dealing with multiple crises.
- **A beautiful new summer house:** Women, children and staff have transformed a wooden shed into a brightly coloured children's space. We sanded, painted, put up shelves and built a children's mud kitchen. We worked with an art teacher, Kally, to make art for the walls and beanbags and donated books have brought it to life.
- **Growing fresh, chemical-free produce:** By creating growing spaces to cultivate vegetables and flowers women have been able to access fresh seasonal and, at times, culturally desirable produce. We've used organic peat-free compost where possible, composting and harvesting rainwater. We do not use synthetic chemicals, sprays or slug pellets, ensuring what we grow is organic and good for the body as well as the environment

**3 VALUING OUR TEAM**

Wen is powered by a team of **passionate ecofeminists** including staff, trustees, ambassadors and advisors. We bring together lived experience, community knowledge and expertise to drive change from the ground up.

Rooted in our commitments to **intersectional feminist leadership**, growing and sharing power we're building a culture where everyone can thrive.

Our **co-directorship** model reflects this approach, centring collaboration, trust and accountability at every level of decision-making.

The Women's Environmental Network Trust  
Trustees Report

## 4 LOOKING AHEAD

### GREEN CARING ECONOMY

- **Scaling up Climate Sisters:** The new funding to expand our Climate Sisters programme nationally will strengthen our Feminist Green New Deal by grounding it in lived experience and grassroots priorities.
- **Refreshing our policy platform:** We are updating our Feminist Green New Deal policy paper series to make them more accessible and inclusive. The updated papers will feature the voices and insights of Climate Sisters partners and participants.
- **Bringing grassroots to Parliament:** We will hold an annual Parliamentary event that connects the Climate Sisters movement with policymakers, focusing on key themes from our refreshed policy series.
- **Advancing reproductive justice:** We will continue advocating for strong, inclusive and gender-sensitive climate policies that recognise reproductive justice as central to adaptation and mitigation efforts.
- **Exploring feminist litigation:** We are working with partners to explore potential legal cases focused on women and climate justice, identifying new opportunities to drive systemic change.

### FEMINIST CLIMATE LEADERSHIP

- **New partnerships:** In Year Three of the Climate Sisters programme, funded by Propel, we're partnering with Women's Inclusive Team and The Love Tank, followed by Akwaaba and Alas Education. All four cohorts will feed into a collective Phase 2, ending in a celebratory public showcase in March 2026.
- **Expanding nationally:** We are expanding regionally to Manchester and the North West, and nationally in Glasgow and Scotland's Central Belt, entering the five-year Climate Action Fund-supported programme.
- **New roles to strengthen impact:** We are recruiting five new staff including two Programme Managers, two Project Coordinators and a Head of Movements to support and strengthen the programme's expansion and impact.
- **Deepening intersectional learning:** There has been a strong focus on the links between racial, gender and climate justice, rooted in an intersectional feminist approach that centres lived experiences.
- **Shifting narratives:** Through art, storytelling and intergenerational exchange, the programme continues to challenge systems of inequality, amplify marginalised voices, and explore how local and diasporic realities connect to global climate justice.

### FEMINIST TOXIC FREE FUTURES

- **Growing public and political support:** We will continue mobilising public backing for the Act, supporting Early Day motions on the issue, encouraging people to pledge support, write to MPs, and demand change via #MenstrualActNow.

## The Women's Environmental Network Trust Trustees Report (Looking ahead) continued

### Feminist Toxic Free Futures continued

- **Parliamentary and policy engagement:** We are briefing MPs and peers, and supporting Baroness Bennett's legislative efforts to tackle toxic chemicals in consumer products especially period products. We will continue to build support around the Menstrual, Health, Dignity and Sustainability Act encouraging government action.
- **Expanding awareness and education:** We will build on the momentum of Environmental Week by expanding public education around toxic ingredients, period stigma and the need for systemic reform.
- **Pushing for regulatory reform:** We will continue calling for independent product testing, full ingredient labelling and an urgent shift in how period products are regulated in the UK.
- **Advancing global solidarity:** We are drawing on international models like Catalonia's and Scotland's to advocate for menstrual equity as a fundamental right, here in the UK and beyond.
- **Ambassadors in action:** MENSY Ambassadors will begin delivering their own workshops, peer education sessions and campaigns on menstrual equity and sustainability across the UK.
- **Contributing to European evaluation:** Feedback and learnings from the UK pilot will be shared with European partners to strengthen the final phase of the project. **Campaigning for regulatory reform:** We will continue to advocate for robust chemicals regulation in the UK that prioritises babies', children's and reproductive health.
- **New Green Baby resources:** We will develop accessible guides to help parents make informed, affordable and eco-friendly choices for their families.
- **Deepening policy engagement:** We plan to brief policymakers and health professionals to push toxic chemical exposure up the public health agenda, highlighting in particular the gendered and intersectional health impacts.
- **Raising public awareness:** We will continue to build public understanding of endocrine-disrupting chemicals (EDCs) and the need for transparency of the ingredients in personal care and other baby products.
- **Growing the movement:** We will deepen partnerships and expand the Green Baby community. Our aim is to build a space for collaboration and ensure that parents and carers have a powerful voice in the fight for a toxic-free future.
- **Expanding our reach across London:** In 2025/26, Real Nappies for London will continue to expand its reach and impact across London. A key milestone will be the addition of the London Borough of Brent to our voucher scheme, bringing the total number of participating boroughs to twelve and enabling us to support even more families to make the switch to reusable nappies.
- **Practical support for families:** We will maintain our voucher scheme and outreach activities, delivering practical support through demonstrations, events, and talks.
- **Supporting early years settings:** We also plan to explore opportunities to increase reusable nappy uptake in early years settings, building on our work supporting nurseries to transition to reusable nappies.

## The Women's Environmental Network Trust Trustees Report (looking ahead, continued)

### FEMINIST FOOD JUSTICE

- **Final programme report:** As the Just FACT project enters its final phase, running until February 2026, we're excited to build on the momentum of the past four years with new funding and a packed programme of activities.
- **A Blueprint for Others:** Through the Just FACT website, podcast, resources, and portrait exhibition, we are building a comprehensive archive and practical template that other boroughs and cities can adapt to showcase and strengthen their local food justice work.
- **Publishing learning briefs:** We will be sharing key learnings and impacts through a series of briefing reports and publishing a collection of project case studies, highlighting innovative work taking place across Tower Hamlets. Learnings from community-led models will be shared widely to support others building power through food justice.
- **A major milestone will be the Power of Food Festival:** Taking place in September 2025. This 10-day borough-wide celebration will bring together Just FACT partners, local organisations, and residents to showcase the community-led projects transforming Tower Hamlets' food system.
- **Policy influence and advocacy:** We will continue engaging Tower Hamlets Council on food strategy, local growing, and circular waste systems.
- **More fruitful collaboration:** Tower Hamlets Food Partnership will continue to build on genuine and fruitful collaboration to work towards food system change.
- **Part of policy change:** We will actively contribute to policy change opportunities, ensuring community-driven change in food waste collections in food growing policies and in our Borough's upcoming Transforming Food Systems strategy.
- **Raising the profile of community-driven solutions:** We want to keep raising the profile of collaboratively created community-driven solutions and demands, and see these learned from, replicated and resourced to create deep systems change.
- **New research strand:** Launched a collaboration with the British Nutrition Foundation exploring effective health communication.
- **Creative storytelling:** We are taking the opportunity to continue to share our work widely and creatively, working with artists and, most importantly, with research participants to bring findings to life through co-created storytelling and visual work.
- **Public engagement:** We are planning an exhibition as part of the Power of Food Festival and a final celebration event in January 2026.
- **Wider influence:** We continue to accept invitations to present at national and international events, sharing insights and feminist research methodology with broader audiences.
- **Refining our role:** Within the Food Growers Network we paused at the start of the year to reflect on how this work aligns with Wen's new five-year strategy and whether we are best placed to continue delivering it.
- **Building on what works:** Our ability to be nimble and resourceful has been key to the success of this project, with short-term funding and sometimes a shoestring budget. Longer-term funding is vital to fully embed this work within local communities and ensure lasting impact.
- **Enabling deeper change:** Sustained funding allows for stronger, more collaborative partnerships and better engagement with local and systemic food system change.

## **The Women's Environmental Network Trust Trustees Report (looking ahead, continued)**

### **NATURE FOR HEALTH**

- **Secure future funding:** The project is a beacon of hope, especially at times when public services are stretched, so we have applied for additional funding to continue our much needed work with existing partner refuges and build new relationships with refuges across Tower Hamlets.
- **Expand nationally:** Explore opportunities to grow and expand the Soil Sisters model beyond Tower Hamlets to the North West of England and Scotland to support more women and families.
- **Champion leadership with compassion:** Continue to centre care and empathy in our work, recognising Bernadette's leadership as a model for trauma-informed, healing-based practice.
- **Advocate for national change:** Campaign for therapeutic growing spaces to become a core part of support services in all women's refuges across the UK.
- **Share our toolkit:** Launch and distribute a practical toolkit to help organisations, communities and women create their own healing spaces through therapeutic horticulture.

### **OUR TEAM**

- **Recruiting for feminist policy and movement roles** We're expanding our team with two new national policy roles: a Feminist Toxic Free Futures Policy Campaigner and a Feminist Climate Justice Policy Campaigner, alongside four new Climate Sisters roles based across Manchester and Scotland to support the programme's national growth and a Head of Movements.
- **Strengthening support through leave policies** We're developing new leave policies and processes, shaped through participatory staff input, to better support people during time off and ensure care and flexibility are embedded in our workplace culture.
- **Prioritising wellbeing and inclusion** We're enhancing support for team cohesion and wellbeing, including training Mental Health First Aiders and introducing new ways to foster inclusion and psychological safety across the organisation.
- **Embedding equity in recruitment** We continue to refine and improve our recruitment processes to ensure they are fair, transparent and actively support diversity and inclusion within the environmental sector.

**We are grateful to every member of the Wen team, past and present, whose dedication, passion, care and courage continues to define our work.**

**The Women's Environmental Network Trust**  
**Trustees Report**

## **5 STRUCTURE, GOVERNANCE, AND MANAGEMENT**

### **STRUCTURE**

Wen comprises a Board of Trustees (as listed above), a national office and a community hub in London run by staff and volunteers, as well as a membership base of individuals and affiliated organisations. It has a number of ambassadors; prominent women prepared to lend their name to help raise the public profile of the organisation but who play no part in the direction of the Trust.

### **GOVERNANCE**

We are very grateful to all of our trustees, past and present, for their energy and support. It is the responsibility of the Board of Trustees to identify if additional skills are required on the board. Where this is the case, the board actively recruits new trustees, either through its own network or in appropriate newsletters. All new trustees receive a welcome pack, induction and do governance training. The trustees, in conjunction with key staff, continue to identify the main risks to which the charity is exposed.

### **MANAGEMENT**

The staff team at Wen operates a consensus-based form of decision making to run the day-to-day running of the organisation, through a management team of two Co-Directors and a Leadership Circle comprised of senior staff. Management functions such as HR, finance oversight, strategy, communications and engagement, partnerships, campaigns and programmes and IT oversight are shared between the Co-Directors, Head of Organisational Development, Head of Programmes and the Leadership Circle.

A total of 12 regular volunteers supported our work throughout the year. Volunteers have always been vital to Wen's work. Wen is a hub for passionate and inspiring people, and staff, trustees and volunteers alike have much to contribute and learn from each other. We are continually grateful for all our volunteers' dedication, enthusiasm and inspiration.

## **6 FINANCIAL AND RISK REVIEW**

### **Funding Sources**

Wen is funded by grants, donations, programme delivery contracts, membership fees, and a small amount of income from sales of goods.

The Trustees of Wen are pleased to report another successful year of increase in revenue. Total Incoming Resources were £1,244,014 up 11% on the previous year (£1,116,723).

In this continually difficult economic environment, the trustees are extremely grateful to all funders, members and donors. The increased revenue justifies the tireless work of the management team and staff in advancing the charitable objectives of the Trust.

### **Financial strength**

Our financial strength has fluctuated in the last few years, but Wen's financial position remains strong. Although Trustees are conscious of the fact that they need to increase the level of their free reserves they are satisfied with progress to date.

## **The Women's Environmental Network Trust**

### **Trustees Report (Finance and Risk Review) continued**

#### **Reserves**

Total Reserves on 31 March 2025 stand at £438,518, a 18% increase on the 2024 balance of £372,423. Free reserves at the same date stand at £154,584 (£438,518 less restricted reserves of £182,646 and less designated funds of £101,288) which is a 2% growth on the previous year's figure of £151,127.

The approved budget for 2025-26 has a level of operating costs of £1,093,000 (excluding payments to JustFACT partners).

Required reserves, according to our own policy, of three months operating costs for the year ahead would be £273,000 so there remains a shortfall of £118,416 (2024: shortfall £94,285).

However, the income in the 2025-26 budget is largely secured from existing grant agreements and the risk is therefore not as high as would first appear. Trustees will continue to seek to increase the level of free reserves but consider the current position acceptable.

**Risk Statement** The major risks facing the charity are that the trustee board is too small to support the strategy of development for Wen, loss of key staff, and the challenge of securing funding for our work. We continue to address these risks in the short and long term through:

- We have recruited new board members and especially a new Treasurer, in the previous year. These have now taken up their positions, but this risk will continue to be monitored.
- diversifying our income streams, reducing reliance on project funding, and increasing membership and donation income by raising our profile through exciting and relevant activities and campaigns; in the year we have invested in growing our fundraising and communications team.
- investing in staff training, HR and wellbeing, and conducting annual salary reviews to ensure that staff are being fairly remunerated for their work.

Trustees continue to monitor and take action to address organisational risks at each board meeting.

## **7 Statement of Responsibilities**

The trustees (who are also the directors of The Women's Environmental Network Trust for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period.

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

- select suitable accounting policies and 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, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

**The Women's Environmental Network Trust**  
**Trustees Report(Statement of Responsibilities) continued**

The trustees are responsible for keeping proper accounting records that can 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 26 November 2025

and signed on its behalf by: ..... *Monique Johnson* Monique Johnson (Chair of trustees)

**The Women's Environmental Network Trust**  
**Auditors Report**

**Independent Auditor's Report to the Members of The Women's Environmental Network Trust**

**Opinion**

We have audited the financial statements of The Women's Environmental Network Trust (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## **The Women's Environmental Network Trust Auditors Report**

### **Other information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**The Women's Environmental Network Trust**  
**Auditors Report**

**Auditor responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- carrying out substantive checking to support documents on a sample basis of individual transactions within income and expenditure to give comfort that on a sample basis the Statement of Financial Activities does not contain any irregular items;
- carrying out walk-through testing to verify that the charity's accounting systems and controls are being implemented as designed; and
- verifying that material balances within the Balance Sheet are supported by third party evidence to confirm the existence and valuation of these balances at the year-end.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website

at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Robert Smith (Senior Statutory Auditor)

**For and on behalf of Griffin Stone Moscrop & Co**

Chartered Accountants & Statutory Auditor

21-27 Lamb's Conduit Street

London

WC1N 3GS

Date: 5/12/2025

The Women's Environmental Network Trust

Registration Number 02520522

**Statement of Financial Activities for the Year Ended 31 March 2025**

**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

|                             | Note | 2025           |                |                  | 2024           |                  |                  |
|-----------------------------|------|----------------|----------------|------------------|----------------|------------------|------------------|
|                             |      | Unrestricted   | Restricted     | Total            | Unrestricted   | Restricted       | Total            |
|                             |      | £              | £              | £                | £              | £                | £                |
| Income and Endowments from: |      |                |                |                  |                |                  |                  |
| Donations and Legacies      | 3    | 385,655        | 852,031        | 1,237,686        | 249,466        | 853,050          | 1,102,516        |
| Charitable Activities       | 4    | 670            | 4,990          | 5,660            | 5,680          | 7,089            | 12,769           |
| Investment Income           | 5    | 5              | 663            | 668              |                | 1,438            | 1,438            |
| Total Income                |      | <u>386,330</u> | <u>857,684</u> | <u>1,244,014</u> | <u>255,146</u> | <u>861,577</u>   | <u>1,116,723</u> |
| Expenditure on:             |      |                |                |                  |                |                  |                  |
| Charitable activities       | 7    | <u>312,811</u> | <u>865,108</u> | <u>1,177,919</u> | <u>236,895</u> | <u>980,996</u>   | <u>1,217,891</u> |
| Total Expenditure           |      | <u>312,811</u> | <u>865,108</u> | <u>1,177,919</u> | <u>236,895</u> | <u>980,996</u>   | <u>1,217,891</u> |
| Net income/expenditure      |      | 73,519         | (7,424)        | 66,095           | 18,251         | (119,419)        | (101,168)        |
| Transfers between funds     |      |                |                |                  |                |                  |                  |
| Net movement in funds       |      | <u>73,519</u>  | <u>(7,424)</u> | <u>66,095</u>    | <u>18,251</u>  | <u>(119,419)</u> | <u>(101,168)</u> |
| Reconciliation of funds     |      |                |                |                  |                |                  |                  |
| Total funds brought forward |      | <u>182,353</u> | <u>190,070</u> | <u>372,423</u>   | <u>164,102</u> | <u>309,489</u>   | <u>473,591</u>   |
| Total funds carried forward | 18   | <u>255,872</u> | <u>182,646</u> | <u>438,518</u>   | <u>182,353</u> | <u>190,070</u>   | <u>372,423</u>   |

All of the charity's activities derive from continuing operations during the periods above.

Note 18 shows the breakdown of funds for 2025 and 2024.

The notes on pages 29 to 37 form an integral part of these financial statements

The Women's Environmental Network Trust  
Registration Number 02520522

Balance Sheet as at 31 March 2025

|                                                       | Note | 2025<br>£       | 2024<br>£       |
|-------------------------------------------------------|------|-----------------|-----------------|
| <b>Fixed Assets</b>                                   |      |                 |                 |
| Tangible assets                                       | 13   | 2,236           | 3,226           |
| <b>Current assets</b>                                 |      |                 |                 |
| Debtors                                               | 14   | 61,423          | 79,446          |
| Cash at bank and in hand                              | 12   | 446,042         | 359,316         |
|                                                       |      | <u>507,465</u>  | <u>438,762</u>  |
| <b>Creditors: amounts falling due within one year</b> | 15   | <u>(71,183)</u> | <u>(69,565)</u> |
| <b>Net current assets</b>                             |      | <u>436,282</u>  | <u>369,197</u>  |
| <b>Net assets</b>                                     |      | <u>438,518</u>  | <u>372,423</u>  |
| <b>Funds of the charity:</b>                          |      |                 |                 |
| <b>Restricted Income funds</b>                        |      |                 |                 |
| Restricted funds                                      |      | 182,646         | 190,070         |
| <b>Unrestricted Income funds</b>                      |      |                 |                 |
| Unrestricted funds                                    |      | 255,872         | 182,353         |
| <b>Total funds</b>                                    | 16   | <u>438,518</u>  | <u>372,423</u>  |

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 26 to 37 were approved by the trustees, and authorised for issue on 26 November 2025 and signed on their behalf by:

Monique Johnson  
Trustee Monique Johnson

Tallulah Staple  
Trustee Tallulah Staple

The notes on the following pages 29 to 37 form an integral part of these financial statements

## The Women's Environmental Network Trust

Registration Number 02520522

**Statement of Cash Flows for the Year Ended 31 March 2025**

|                                                               | <b>2025</b> |                | <b>2024</b> |                |
|---------------------------------------------------------------|-------------|----------------|-------------|----------------|
|                                                               | £           | £              | £           | £              |
| <b>Cash provided by operating activities</b>                  |             |                |             |                |
| Net movement in funds                                         | 66,095      |                | (101,168)   |                |
| Add back depreciation                                         | 1,469       |                | 1,373       |                |
| (Increase)/decrease in debtors                                | 18,023      |                | (19,834)    |                |
| (Decrease)/Increase in creditors                              | 1,618       |                | 55,713      |                |
|                                                               |             | 87,205         |             | (63,916)       |
| <b>Cashflow from Investing activities</b>                     |             |                |             |                |
| Purchase of Fixed Assets                                      | 479         |                | 1,713       |                |
| Sale of Fixed Assets                                          | -           |                | -           |                |
|                                                               |             | 479            |             | 1,713          |
| <b>Increase in cash and cash equivalents in the year</b>      |             | 86,726         |             | (65,629)       |
| <b>Cash and cash equivalents at beginning of the year</b>     |             |                |             |                |
| Cash in hand                                                  |             | 359,316        |             | 424,945        |
| <b>Total cash and cash equivalents at the end of the year</b> |             | <u>446,042</u> |             | <u>359,316</u> |

The notes on the following pages 29 to 37 form an integral part of these financial statements

The Women's Environmental Network Trust  
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

**1. Charity Status**

The charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have a share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ground Floor  
20 Club Row  
London  
E2 7EY

**2. Accounting Policies**

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

**Statement of compliance**

These financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019). They also comply with the Companies Act 2006 and Charities Act 2011.

**Basis of preparation**

The Women's Environmental Network Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Going concern**

Having reviewed the organisations finances and budgets the Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of the assets held by the charity.

**Judgements and key sources of estimation uncertainty**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other relevant factors. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where the revision affects only that period, or in the period and future periods where the revisions affect both current and future periods.

**Income and endowments**

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

**Donations and legacies**

Donations are recognised when the charity has been notified of both the amount and the settlement date.

**Grants receivable**

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met the income is recognised as a liability on the balance sheet as deferred income to be released when those conditions are met.

**Deferred income**

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received.

**Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable that settlement will be required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading under which similar costs are aggregated.

The Women's Environmental Network Trust  
Registration Number 02520522

Notes to the Financial Statements for the year ended 31 March 2025

**Charitable Activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both directly allocated costs and indirect costs necessary to support the activities.

**Support Costs**

Support costs include central functions (core costs) and are allocated to activity cost categories on a basis consistent with the use of resources, eg staff costs by the time spent.

**Governance Costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee meetings.

**Taxation**

The Charity passes the tests set out in Paragraph 1 schedule 6 of the Finance Act 2010 and therefore meets the definition of a charitable company for UK corporation tax purposes. Therefore it is exempt from taxation in respect of income and capital gains as covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such are applied exclusively to charitable purposes.

**Tangible Fixed Assets**

Individual fixed assets costing £500 or more are initially recorded as fixed assets at cost, and subsequently depreciated over their useful life.

**Depreciation and amortisation**

Depreciation on tangible fixed assets is provided at the following rates so as to write off the cost less residual value over their expected useful economic life:

Office Equipment: 5 years, straight line

Other tangible fixed assets: 5 years, straight line.

**Trade debtors**

These are amounts due from funders for grants, donations and other income in the ordinary course of the charity's activities.

A provision for impairment of the trade debtors is provided when there is objective evidence that the charity will not be able to collect all the amounts due.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and balances at the bank in current or call accounts

**Trade Creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of the charity's activities.

In the event that the charity has an unconditional right to defer settlement for at least twelve months after the reporting date these are presented as non-current liabilities.

**Fund Structure**

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated unrestricted funds are those designated for the administration and outreach costs that need to be spent on the publicity and staff time for the management and promotion of the nappy voucher incentive scheme.

Restricted income funds are those donated for use in a particular area or for a specific purpose, the use of which is restricted by the donor to that area or purpose.

**Pensions**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they fall due.

## The Women's Environmental Network Trust

Registration Number 02520522

## Notes to the Financial Statements for the year ended 31 March 2025

## 3 Income from Donations and legacies

|                                 | Designated | Unrestricted Funds | Restricted Funds | Total 2025 | Total 2024 |
|---------------------------------|------------|--------------------|------------------|------------|------------|
|                                 | £          | £                  | £                | £          | £          |
| <b>Donations and legacies</b>   |            |                    |                  |            |            |
| Appeals and donations           |            | 33,288             | 5,326            | 38,614     | 27,421     |
| Gift Aid reclaimed              |            |                    |                  | -          | -          |
| Gifts in Kind                   |            |                    | 15,000           | 15,000     | -          |
| <b>Grants</b>                   |            |                    |                  |            |            |
| Government grants               |            | 62,511             | 79,866           | 142,377    | 133,034    |
| Grants from other charities 3b  |            | 283,522            | 750,999          | 1,034,521  | 935,222    |
| Grants from other organisations |            |                    | 840              | 840        |            |
| Membership                      |            | 6,334              |                  | 6,334      | 6,839      |
|                                 | -          | 385,655            | 852,031          | 1,237,686  | 1,102,516  |

|                                              | Designated | Unrestricted Funds | Restricted Funds | Total 2025 | 2024    |
|----------------------------------------------|------------|--------------------|------------------|------------|---------|
|                                              | £          | £                  | £                | £          | £       |
| 3b Grants                                    |            |                    |                  |            |         |
| BUPA Foundation                              |            |                    | 26,265           | 26,265     | 9,410   |
| City Bridge Trust                            |            | 2,694              | 24,254           | 26,948     | 36,000  |
| Esmee Fairbairn Foundation                   |            | 80,000             |                  | 80,000     | -       |
| Glastonbury Festival Trust                   |            |                    |                  | -          | 15,000  |
| Joseph Rowntree Charitable Trust             |            | 36,768             | 36,078           | 72,846     | 66,224  |
| Lankelly Chase Foundation                    |            | 70,000             |                  | 70,000     | 50,000  |
| Natracare                                    |            |                    |                  | -          | 10,000  |
| City Bridge Trust -Propel                    |            | 33,621             | 124,379          | 158,000    | 158,679 |
| Royal Horticultural Society                  |            |                    |                  | -          | 2,500   |
| Savitri Trust #                              |            |                    | 20,000           | 20,000     | 10,000  |
| Soil Association                             |            |                    |                  | -          | 10,000  |
| Support and Action for Women's Network(SAWN) |            |                    | 7,994            | 7,994      |         |
| The Charity Service                          |            | 24,500             |                  | 24,500     |         |
| The Lancashire Foundation                    |            | 5,000              |                  | 5,000      |         |
| The National Lottery                         |            | 26,790             | 427,539          | 454,329    | 491,985 |
| Tower Hill Trust                             |            |                    |                  | -          | 8,280   |
| University of Sussex                         |            |                    | 37,542           | 37,542     | 54,644  |
| Voice of Irish Concern                       |            | 4,149              | 19,751           | 23,900     |         |
| Weleda UK Ltd                                |            |                    | 10,000           | 10,000     | 10,000  |
| Women's Budget Group                         |            |                    | 13,497           | 13,497     |         |
| Other grants                                 |            |                    | 3,700            | 3,700      | 2,500   |
|                                              | -          | 283,522            | 750,999          | 1,034,521  | 935,222 |

# Of the funding from Savitri Trust, £10,000, (2024: nil) was an unrestricted grant, but it was agreed that these funds would be dedicated to our Green Baby programme. To that effect they have been treated as restricted funds in these accounts.

## 4 Income from charitable activities

|                  | Designated | Unrestricted Funds | Restricted Funds | Total 2025 | Total 2024 |
|------------------|------------|--------------------|------------------|------------|------------|
|                  | £          | £                  | £                | £          | £          |
| Consultancy fees | -          | 670                | 4,990            | 5,660      | 12,769     |
|                  | -          | 670                | 4,990            | 5,660      | 12,769     |

**The Women's Environmental Network Trust**  
**Registration Number 02520522**

**Notes to the Financial Statements for the year ended 31 March 2025**

**5 Investment Income**

|                                      | Designated | Unrestricted Funds | Restricted Funds | Total 2025 | Total 2024 |
|--------------------------------------|------------|--------------------|------------------|------------|------------|
|                                      | £          | £                  | £                | £          | £          |
| Interest receivable on bank deposits |            | 5                  | 663              | 668        | 1,438      |
|                                      | -          | 5                  | 663              | 668        | 1,438      |

**6 Trustees remuneration and expenses**

No trustee, nor any persons connected with them, has received any remuneration from the charity during the year.

No trustee has received any reimbursement of expenses or any other benefits from the charity during the year.

**7 Expenditure on charitable activities**

|                                          | Note | Designated | Unrestricted Funds | Restricted Funds | Total 2025 | Total 2024 |
|------------------------------------------|------|------------|--------------------|------------------|------------|------------|
|                                          |      | £          | £                  | £                | £          | £          |
| Freelance fees                           |      |            | 17,125             | 74,465           | 91,590     | 55,918     |
| Equipment repairs and renewals           |      |            | 575                | 954              | 1,529      | 3,379      |
| Office expenses                          |      |            | -                  | -                | -          | 3,152      |
| Reimbursement of reusable nappy vouchers |      |            | -                  | 58,825           | 58,825     | 64,614     |
| Depreciation                             |      |            | 1,469              | -                | 1,469      | 1,374      |
| Event expenses                           |      |            | 846                | 54,352           | 55,198     | 30,069     |
| Publicity                                |      |            | 404                | 8,076            | 8,480      | -          |
| Volunteer travel and training            |      |            | 165                | 8,284            | 8,449      |            |
| Payments to partners                     |      |            | -                  | 203,602          | 203,602    | 395,083    |
| Wages and salaries                       |      |            | 117,419            | 315,828          | 433,247    | 448,878    |
| Social security costs                    |      |            | 5,051              | 35,007           | 40,058     | 35,828     |
| Pension                                  |      |            | 5,481              | 17,409           | 22,890     | 17,608     |
| other staff costs                        |      |            | 149                | 298              | 447        | 1,090      |
| Support costs                            | 8    |            | 164,127            | 88,008           | 252,135    | 160,898    |
|                                          |      | -          | 312,811            | 865,108          | 1,177,919  | 1,217,891  |

**The Women's Environmental Network Trust**  
**Registration Number 02520522**

**Notes to the Financial Statements for the year ended 31 March 2025**

**8 Analysis of support costs**

|                                  | Unrestricted<br>Funds | Restricted<br>Funds | Total 2025<br>£ | Total 2024<br>£ |
|----------------------------------|-----------------------|---------------------|-----------------|-----------------|
| Support staff costs              |                       |                     |                 |                 |
| Wages and salaries               | 58,307                | 55,858              | 114,165         | 88,988          |
| Social security costs            | - 1,288               | 5,587               | 4,299           | 5,728           |
| Pension costs                    | 1,772                 | 2,677               | 4,449           | 3,501           |
| Other staff costs                | 21,250                |                     | 21,250          |                 |
| Audit fees                       | 7,500                 | -                   | 7,500           | 7,248           |
| Travel and subsistence           | 774                   | 6,214               | 6,988           | 3,439           |
| Information and promotion        | 2,413                 | 1                   | 2,414           | 10,925          |
| Rent, rates and service charges  | 16,313                | 15,000              | 31,313          | 13,684          |
| Staff training and recruitment   | 2,454                 | 2,211               | 4,665           | 12,724          |
| Light, heat and power            | 2,309                 | -                   | 2,309           | 3,591           |
| Telephone and broadband          | 5,397                 | 812                 | 6,209           | 1,207           |
| Printing, postage and stationery | 2,172                 | 193                 | 2,365           | 1,495           |
| Subscriptions                    | 1,086                 | 140                 | 1,226           | 1,200           |
| Accountancy                      | 1,001                 | -                   | 1,001           | 977             |
| Legal and professional           | 38,123                | -                   | 38,123          | 2,380           |
| Bank charges                     | 403                   | 78                  | 481             | 768             |
| Insurance                        | 3,100                 | -                   | 3,100           | 2,956           |
| Sundries                         | 1,041                 | 763                 | 278             | 87              |
|                                  | <u>- 164,127</u>      | <u>88,008</u>       | <u>252,135</u>  | <u>160,898</u>  |

**9 Staff costs**

The aggregate payroll costs were as follows:

|                       | Total 2025<br>£ | Total 2024<br>£ |
|-----------------------|-----------------|-----------------|
| Wages and salaries    | 547,412         | 537,866         |
| Social security costs | 44,357          | 41,556          |
| Pension costs         | 27,339          | 21,109          |
| Other staff costs     | 447             | 1,090           |
|                       | <u>619,555</u>  | <u>601,621</u>  |

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

|                               | Total 2025<br>No. | Total 2024<br>No. |
|-------------------------------|-------------------|-------------------|
| Projects                      | 19                | 19                |
| Management and administration | 4                 | 4                 |
|                               | <u>23</u>         | <u>23</u>         |

No employee received emoluments of more than £60,000 during the year.

The key management personnel consist of the Trustees, Co-directors and the four other members of the leadership circle.

The Trustees received no remuneration.

The total employee benefits of the key management personnel of the charity in the year were £245,729, (2024: £211,863).

**10 Auditors' remuneration**

|                                            | Total 2025<br>£ | Total 2024<br>£ |
|--------------------------------------------|-----------------|-----------------|
| Fees for audit of the financial statements | 7,500           | 7,248           |

**The Women's Environmental Network Trust**

Registration Number 02520522

**Notes to the Financial Statements for the year ended 31 March 2025**

**11 Taxation**

The charity is a registered charity and qualifies for exemption from corporation tax under Part 11 of Corporation Taxes Act 2010

**12 Cash and cash equivalents**

|              | Total 2025     | Total 2024     |
|--------------|----------------|----------------|
|              | £              | £              |
| Cash on hand | 162            | 162            |
| Cash at bank | 445,880        | 359,154        |
|              | <u>446,042</u> | <u>359,316</u> |

**13 Tangible fixed assets**

|                       | Office<br>Equipment<br>£ | Other tangible<br>Fixed assets<br>£ | Total<br>£   |
|-----------------------|--------------------------|-------------------------------------|--------------|
| <b>Cost</b>           |                          |                                     |              |
| At 1 April 2024       | 4,826                    | 2,040                               | 6,866        |
| Additions             | 479                      | -                                   | 479          |
| At 31 March 2025      | <u>5,305</u>             | <u>2,040</u>                        | <u>7,345</u> |
| <b>Depreciation</b>   |                          |                                     |              |
| At 1 April 2024       | 2,008                    | 1,632                               | 3,640        |
| Charge for year       | 1,061                    | 408                                 | 1,469        |
| At 31 March 2025      | <u>3,069</u>             | <u>2,040</u>                        | <u>5,109</u> |
| <b>Net book value</b> |                          |                                     |              |
| At 31 March 2025      | <u>2,236</u>             | <u>-</u>                            | <u>2,236</u> |
| At 31 March 2024      | <u>2,818</u>             | <u>408</u>                          | <u>3,226</u> |

**14 Debtors**

|               | Total 2025    | Total 2024    |
|---------------|---------------|---------------|
|               | £             | £             |
| Trade debtors | 55,985        | 74,612        |
| Prepayments   | 3,309         | 3,033         |
| Other debtors | 2,129         | 1,801         |
|               | <u>61,423</u> | <u>79,446</u> |

**15 Creditors: falling due within one year**

|                                    | Total 2025    | Total 2024    |
|------------------------------------|---------------|---------------|
|                                    | £             | £             |
| Trade creditors                    | 7,554         | 31,254        |
| Other taxation and social security | 16,350        | 9,632         |
| Other creditors                    | 21,250        | 2,382         |
| Accruals                           | 7,999         | 7,747         |
| Deferred income                    | 18,030        | 18,550        |
|                                    | <u>71,183</u> | <u>69,565</u> |

**15 b Deferred income account at 1 April 2024**

|                                        | Total 2025    | Total 2024    |
|----------------------------------------|---------------|---------------|
|                                        | £             | £             |
| Resources deferred in the period       | 18,030        | 18,550        |
| Amounts released from previous periods | -             | -             |
| Deferred income at year end            | <u>18,030</u> | <u>18,550</u> |

**The Women's Environmental Network Trust**  
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**Notes to the Financial Statements for the year ended 31 March 2025**

| <b>16 Funds</b>                         | <b>Balance at<br/>1 April 2024</b> | <b>Incoming<br/>resources</b> | <b>Resources<br/>expended</b> | <b>Balance at<br/>31 March 2025</b> |
|-----------------------------------------|------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| <b>Current year figures</b>             | <b>£</b>                           | <b>£</b>                      | <b>£</b>                      | <b>£</b>                            |
| <b>Unrestricted</b>                     |                                    |                               |                               |                                     |
| <b>General</b>                          |                                    |                               |                               |                                     |
| General Funds                           | 151,127                            | 258,820                       | 255,363                       | 154,584                             |
| <b>Designated</b>                       |                                    |                               |                               |                                     |
| Esmee Fairbairn Feminist Green New Deal | -                                  | 80,000                        | 9,325                         | 70,675                              |
| Reusable Nappy scheme admin             | 31,226                             | 62,510                        | 63,123                        | 30,613                              |
| <b>Total Unrestricted</b>               | <b>182,353</b>                     | <b>401,330</b>                | <b>327,811</b>                | <b>255,872</b>                      |
| <b>Restricted</b>                       |                                    |                               |                               |                                     |
| Climate Action Fund                     | 31,937                             | 424,053                       | 405,426                       | 50,564                              |
| Reusable Nappy scheme vouchers          | 2,890                              | 63,875                        | 63,875                        | 2,890                               |
| Soil Sisters                            | 15,118                             | 26,265                        | 14,868                        | 26,515                              |
| Environmenstrual                        | 18,633                             | 41,968                        | 48,482                        | 12,120                              |
| WEN Forum                               | 24,412                             | 23,102                        | 44,515                        | 2,998                               |
| Local Food project                      | 50,947                             | 19,124                        | 34,662                        | 35,409                              |
| Feminist Green New Deal                 | 1,575                              | 41,247                        | 42,822                        | 0                                   |
| Forum sponsors                          | 877                                | -                             | 877                           | -                                   |
| Engagement and Outreach                 | 15,625                             | 1,245                         | 2,838                         | 14,033                              |
| Food Lives                              | 19,883                             | 37,542                        | 47,608                        | 9,817                               |
| Climate Sisters                         | 2,237                              | 134,263                       | 120,400                       | 16,100                              |
| Green Baby                              | 5,936                              | 30,000                        | 23,735                        | 12,201                              |
| <b>Total Restricted Funds</b>           | <b>190,070</b>                     | <b>842,684</b>                | <b>850,108</b>                | <b>182,646</b>                      |
|                                         | <b>372,423</b>                     | <b>1,244,014</b>              | <b>1,177,919</b>              | <b>438,518</b>                      |
| <b>Funds</b>                            |                                    |                               |                               |                                     |
| <b>Prior year figures</b>               | <b>Balance at</b>                  | <b>Incoming</b>               | <b>Resources</b>              | <b>Balance at</b>                   |
| <b>Unrestricted</b>                     | <b>£</b>                           | <b>£</b>                      | <b>£</b>                      | <b>£</b>                            |
| <b>General</b>                          |                                    |                               |                               |                                     |
| General Funds                           | 130,221                            | 206,300                       | 185,394                       | 151,127                             |
| <b>Designated</b>                       |                                    |                               |                               |                                     |
| Reusable Nappy Voucher scheme           | 33,881                             | 48,846                        | 51,501                        | 31,226                              |
| <b>Total Unrestricted</b>               | <b>164,102</b>                     | <b>255,146</b>                | <b>236,895</b>                | <b>182,353</b>                      |
| <b>Restricted</b>                       |                                    |                               |                               |                                     |
| Climate Action Fund                     | 192,993                            | 451,938                       | 612,994                       | 31,937                              |
| Reusable Nappy voucher scheme           | 2,084                              | 59,950                        | 54,976                        | 2,890                               |
| Soil Sisters                            | 12,267                             | 10,410                        | 7,559                         | 15,118                              |
| Environmenstrual                        | 16,531                             | 30,538                        | 28,436                        | 18,633                              |
| WEN Forum                               | 24,412                             |                               |                               | 24,412                              |
| Local Food project                      | 40,537                             | 57,217                        | 46,807                        | 50,947                              |
| Feminist Green New Deal                 | 7,877                              | 37,532                        | 43,834                        | 1,575                               |
| Forum sponsors                          | 877                                |                               |                               | 877                                 |
| Engagement and Outreach                 | -                                  | 16,188                        | 563                           | 15,625                              |
| Food Lives                              | 14,601                             | 48,716                        | 43,434                        | 19,883                              |
| Climate Sisters                         | 1,478                              | 128,079                       | 127,320                       | 2,237                               |
| Green Baby                              | -                                  | 21,009                        | 15,073                        | 5,936                               |
|                                         | <b>309,489</b>                     | <b>861,577</b>                | <b>980,996</b>                | <b>190,070</b>                      |
|                                         | <b>473,591</b>                     | <b>1,116,723</b>              | <b>1,217,891</b>              | <b>372,423</b>                      |

**The Women's Environmental Network Trust**  
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**Notes to the Financial Statements for the year ended 31 March 2025**

**16 Fund notes**

**Climate Action Fund.** This is funding from the National Lottery for JustFACT (Just Food and Climate Transition), our five year partnership programme, running to October 2025, aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in the London Borough of Tower Hamlets. In October 2025 we were informed that this programme has been extended til February 2026, with additional funding.

**Reusable Nappies Voucher scheme** funding from London Waste Authorities and Local Authorities towards our incentive scheme which estimates a proposed 1,145 tonnes of single use nappy waste in London was diverted from waste and landfill saving Local Authorities an estimated £186,485 in energy costs.

**Soil Sisters** - this fund supports recovery and development of vulnerable women in traumatic transitions within women's refuge settings. It is the first of its kind in the UK to establish a network of groups interested in developing social and therapeutic horticulture, or green care. Working with partner organisation, Hestia, the project delivers year round weekly sessions in East London. This programme is receiving funding from BUPA Foundation

**Environmenstrual.** With support from Natracare, The Joseph Rowntree Charitable Trust and North London Waste Authority the project aim to raise awareness of the plastic and harmful chemicals in mainstream single use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products. The fund also covers our Environmenstrual Ambassadors programme.

**WEN Forum** - This fund covers the cost of WEN's quarterly symposium featuring key note speakers dissecting and discussing topics of the moment. It seeks to educate, inform, inspire and does not shy away from controversy. In the previous year we were able to use funds in other programmes to cover forum costs.

**Local Food project-** Manages the Tower Hamlets Food Partnerships programme with its aims to create a local food system that allows everyone access to healthy and sustainable food. It is a collaboration, engaging all who have a role in local food production including, residents, community organisations, schools, businesses and the council. It is funded by City Bridge Trust, Food Power, and the Soil Association.

**Feminist Green New Deal-** Funds received from Esmée Fairbairn, Lankelly Chase Charitable Foundation, The Joseph Rowntree Charitable Trust, and Polden Puckham Charitable Foundation are dispersed in support of our activities in response to the climate crisis, drafting several policy papers and attending COP

**Forum sponsors** - Funds from sponsors of our WEN Forum programme.

**Engagement and outreach** fund contains grants from Joseph Rowntree Charitable Trust towards costs of communicating WEN's activities and research through events, including the Forum, other communications, and in developing networks of similar minded individuals and organisations.

**Food Lives-** This fund contains grants from the University of Sussex to cover research conducted by WEN in Tower Hamlets on the subject "Transforming the UK food system for healthy people and a healthy environment - co-production of healthy, sustainable food systems for disadvantaged communities".

**Climate Sisters** -The Climate Sisters 'Local Women of the World at the Climate Table' project aims to make systemic change by amplifying marginalised women's voices in climate justice debates and in the transition to a low-carbon economy. Funded by City Bridge Trust (Propel), this three year project aims to engage women from Tower Hamlets and Hackney through a participatory climate leadership programme.

**Green Baby** - this fund contains grants from Weleda, Savitri Trust and Natracare in support of WEN's research, engagement and activities seeking for legislation around toxic chemicals in baby and household products while raising awareness of this issue through a grassroots workshop programme with parents and health professionals across the UK.

#The grant from Savitri Trust was not restricted but it was agreed with them that we would use it in support of our Green Baby programme and has, to that end, been treated in these accounts as restricted income

**The Women's Environmental Network Trust**  
**Registration Number 02520522**

**Notes to the Financial Statements for the year ended 31 March 2025**

**17 Pensions**

The charity operates a defined contribution pension scheme. The pension cost for the year represents contributions payable by the charity to the scheme and amounted to £27,339 (2024: £21,109)

**18 Operating Lease Liabilities**

At 31 March 2025 the charitable company had no future minimum lease payments due under non-cancellable operating leases

**19 Related party transactions**

The charitable company operates alongside The Womens Environmental Network Campaigns Limited. They share the same aims and objectives and have some directors in common, they also share the same premises and certain operating costs. During the year the Charity paid fees of £34 (2024: £13) on behalf of The Womens Environmental Network Campaigns Ltd. At the year end £1,456 was owed to the Charity (2024: £1,422).

|                                                | Unrestricted<br>funds | Restricted<br>funds | Total funds    |
|------------------------------------------------|-----------------------|---------------------|----------------|
| <b>19 Analysis of net assets between funds</b> |                       |                     |                |
| Current year figures                           | £                     | £                   | £              |
| Tangible fixed assets                          | 2,236                 |                     | 2,236          |
| Current assets                                 | 264,905               | 203,280             | 507,465        |
| Current liabilities                            | - 11,269              | - 20,634            | - 71,183       |
| Total net assets                               | <u>255,872</u>        | <u>182,646</u>      | <u>438,518</u> |
| <br>                                           |                       |                     |                |
| Analysis of net assets between funds           | Unrestricted<br>funds | Restricted<br>funds | Total funds    |
| Previous year figures                          | £                     | £                   | £              |
| Tangible fixed assets                          | 3,226                 |                     | 3,226          |
| Current assets                                 | 248,692               | 190,070             | 438,762        |
| Current liabilities                            | - 69,565              | -                   | - 69,565       |
| Total net assets                               | <u>182,353</u>        | <u>190,070</u>      | <u>372,423</u> |

**THE WOMEN'S ENVIRONMENTAL NETWORK TRUST**

England & Wales - Charity number 1010397

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# Accounts

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Company registration number: 02520522

Charity registration number: 1010397

# The Women's Environmental Network Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

**The Women's Environmental Network Trust**

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## **The Women's Environmental Network Trust**

### **Reference and Administrative Details**

|                                    |                                                   |
|------------------------------------|---------------------------------------------------|
| <b>Trustees</b>                    | Momotaz Begum                                     |
|                                    | Monique Johnson                                   |
|                                    | Charlotte Miller                                  |
|                                    | Anupam Parashar                                   |
|                                    | Tallulah Staple                                   |
| <b>Charity Registration Number</b> | 1010397                                           |
| <b>Company Registration Number</b> | 02520522                                          |
| <b>Registered Office</b>           | The charity is incorporated in England and Wales. |
|                                    | Ground Floor                                      |
|                                    | 20 Club Row                                       |
|                                    | London                                            |
|                                    | E2 7EY                                            |
| <b>Auditor</b>                     | Field Sullivan Limited                            |
|                                    | 9 Hare & Billet Road                              |
|                                    | Blackheath                                        |
|                                    | SE3 0RB                                           |
| <b>Bankers</b>                     | The Co-Operative Bank Plc                         |
|                                    | Central Commercial Branch                         |
|                                    | P.O. Box 250                                      |
|                                    | Skelmersdale                                      |
|                                    | WN8 6WT                                           |
|                                    | Triodos Bank                                      |
|                                    | Deanery Road                                      |
|                                    | Bristol                                           |
|                                    | BS1 5AS                                           |
|                                    |                                                   |

## **The Women's Environmental Network Trust**

### **Trustees Report**

The Trustees present their report and the financial statements for the year ended 31 March 2024.

This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum & Articles of Association.

#### **VISION AND MISSION STATEMENT**

##### **OUR VISION**

Wen's vision is of an environmentally sustainable world in which we have achieved gender, racial and social justice.

Wen's vision is of an environmentally sustainable world in which we have achieved gender, racial and social justice.

##### **OUR MISSION**

Wen's mission is to make the connections between women, health, equality and the environment. Through collective action and campaigning we are working towards a healthier planet.

Wen's mission is to make the connections between women, health, equality and the environment. Through collective action and campaigning we are working towards a healthier planet.

##### **OUR GOALS**

- To inspire and empower women to take action for a healthier planet
- Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
- Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour.

##### **PRINCIPAL ACTIVITIES**

Wen engages in activities that fall under the banners of health, climate change, waste, food and women's empowerment. However, our work aims to highlight the interconnectedness of all these programme areas, as well as that of human health and that of the planet. A defining characteristic of Wen is our unique approach which is grounded in meaningful local action and projects that engage diverse women and communities in shaping high impact campaigning and policy focused work. Across our programmes, we mobilise through participatory approaches and a focus on strong movement building.

**Health:** We raise awareness and provide information to individuals, other organisations, and media on a number of health-related matters such as harmful chemicals and plastic in mainstream single-use period products, baby products, household products, healthy homes, and safe cosmetics. Women and the wider public look to Wen as a trusted source of information on subjects not covered by mainstream environmental organisations. We also promote and deliver nature based therapeutic health interventions in east London where the Wen office is based.

## The Women's Environmental Network Trust

### Trustees Report

**Climate change:** We provide workshops and talks on the gendered and intersectional aspects of climate change, and advocate for making gender, racial and social equity central to policies for decarbonising our economy. We take an intersectional feminist approach to the climate crisis exploring how our patriarchal racist capitalist system is both a driver and cause of the climate crisis. We also advocate for women's involvement in decision making at all levels, especially marginalised women and women of colour.

**Waste:** We raise awareness of the environmental impacts of single-use period products and nappies, with a particular focus on the plastic and chemical pollution caused by these. We deliver workshops in schools, universities and community and women's centres to enable people to make a properly informed choice about which period products to use. We also lobby menstrual product manufacturers to remove the harmful chemicals and plastic from their products and the government to provide strong legislation around this to protect people and the planet.

**Food:** We run practical workshops and events on organic food growing, raise awareness about the health and environmental benefits of local and organic food, and support community gardens with advice, training, networking and access to corporate volunteers. We also seek strategic, borough-wide and nation-wide interventions for a more sustainable community-led food system.

**Women's Empowerment:** Wen plays a vital role in amplifying women's and marginalised voices in the environmental sector but also in providing an 'incubator' for women and gender-variant environmental leaders through our participatory approach to volunteering and community engagement. Our feminist leadership model of sharing management functions non-hierarchically between two Co-Directors and through our Leadership Circle structure that continues to enhance this approach.

### PRIORITIES AND ACHIEVEMENTS IN 2023-2024

In 2023-2024 our priorities were:

#### Programmes and campaigns:

- Strengthen our multi-faceted approach across Wen's work, concentrating on three key approaches in our theory of change: - supporting local action -mobilising ideas and feminist leadership - creating local and national campaigns delivered through networks and coalitions
- Deliver innovative, high impact and radical programmes including: Feminist Green New Deal, Green Baby, Just Food and Climate Transition (Just FACT) partnership programme funded by the Climate Action Fund and Climate Sisters funded by Propel
- Strengthen and develop our current programmes and campaigns including: -Environmenstrual Campaign, continuing to strengthen our online Week of Action -Tower Hamlets Food Growing Network - championing and supporting food growing in the borough -Tower Hamlets Food Partnership - creating a fairer, healthier and more sustainable food system
- Raise our profile and celebrate impact, harnessing the opportunities created by increasing our profile through social media, online and in person events
- Strengthen our internal systems, including developing new policies and processes to better support our staff

## **The Women's Environmental Network Trust**

### **Trustees Report**

-Real Nappies for London - supporting parents to choose cloth nappies through a pan-London voucher scheme and education campaign

-Soil Sisters delivering therapeutic horticulture in women's refuges in east London

Thanks to a small team of dedicated staff, committed volunteers and a supportive board of trustees Wen has undertaken a wide range of activities to further its priorities this year.

#### **ACTIVITIES**

Our work can include:

- education (by way of workshops, talks, training programmes, and community events)
- research and information (leaflets, guides and reports)
- policy work and campaigning (through partnerships with other organisations in our key programme areas) and
- building networks and coalitions

The activities carried out for the public benefit by the charity can be broadly categorised as follows below.

#### **Health**

Our Green Baby campaign is campaigning for legislation around toxic chemicals in baby and household products while raising awareness of this issue through a grassroots workshop programme with parents and health professionals across the UK. The Green Baby project aims to create a safe and healthy beginning for pregnancy, babies and toddlers. Unfortunately, exposure to toxic chemicals and pesticides are a feature of everyday life in our homes, workplaces and in the wider environment. We launched the first Green Baby Day in June 2023 to inform a wider audience around this issue.

Our Soil Sisters project continued to deliver therapeutic horticulture in a women's refuges in east London working in partnership with Hestia who provide support and accommodation for women escaping domestic violence. The project co-designs productive gardens on site and delivers year-round health and well-being sessions with women at the refuge. We have continued to share our Soil Sisters toolkit this year to enable other refuges across the UK to deliver similar projects.

#### **Climate Crisis**

We continued to develop our Feminist Green New Deal project this year engaging new audiences and stakeholders around this. The Feminist Green New Deal puts the needs and priorities of women, people of colour and marginalised groups at the heart of all climate policy and action and advocates for a care-led green recovery from our multiple crises. This year we started to develop our Reproductive Justice and the Climate Emergency work in partnership with Birth Companions which we will be building on this year. We published a joint Feminist Green New Deal policy paper on Reproductive Justice and the Climate Emergency as well as an article on this topic in the British Medical Journal in January 2024.

## The Women's Environmental Network Trust

### Trustees Report

We launched our Climate Sisters Tower Hamlets and Hackney programme this year with funding from Propel. This is a three year programme which aims to amplify women's and marginalised voices in the climate space through a feminist climate leadership programme. We have been working in partnership with women's and community organisations across the two boroughs to deliver this exciting and important programme.

We continued to develop our '*Why is Climate Justice a Feminist Issue?*' blog series to showcase different voices.

Wen continues to be part of the Women & Gender Constituency's advocacy group where we amplify a joint message around Feminist Climate Justice working in solidarity with women's and feminist organisations from the Global South and Global North.

#### Waste

##### Environmenstrual Campaign

We continued to develop our Environmenstrual Campaign this year. The campaign aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches. In October we convened the sixth **Environmenstrual Week of Action** with an online panel event alongside other online events.

Our **Environmenstrual Ambassadors** continued to deliver Environmenstrual workshops during the year. This enabled us to reach a wider audience and extend our reach throughout the UK. We also expanded our Environmenstrual Coalition made up of over 60 organisations, reusable and plastic-free menstrual companies and activists.

##### Menstruation, Empowerment and Sustainability (MENSY) Project

In January 2024 we received funding from the European Union Erasmus programme to work with seven EU country partners on a two year project on '**Menstruation, Empowerment and Sustainability (MENSY)**'. MENSY is a groundbreaking initiative designed to amplify the impact of partner organisations in the feminist and environmental sectors, focusing on youth engagement. It aims to create a comprehensive suite of training resources on menstruation and sustainability, incorporating proven elements from existing programmes and scaling them for use across Europe and beyond.

This year Wen has also partnered with the **North London Waste Authority (NLWA)** to deliver a behaviour change project to increase the purchase and use of reusable period products by north Londoners. The project aims to educate, train and raise awareness among women and girls and all those who menstruate about making the change to reusable period products.

We're working across seven London boroughs – Barnet, Camden, Enfield, Hackney, Haringey, Islington and Waltham Forest. The project includes a campaign website called "**Reduce, Reuse, Your Cycle**" with information, videos, discount codes and a savings calculator. The website is being supported by a communications campaign run by NLWA, including on-street advertising and organic and paid social media. The ad campaign features real people who have made the switch to reusables, normalising their use and encouraging others to take up the behaviour.

## **The Women's Environmental Network Trust**

### **Trustees Report**

**Real Nappies for London (RNfL)** continued to champion cloth nappy use across 11 London boroughs through the voucher scheme which incentivises and supports parents to try cloth nappies. The scheme carried out over 50 outreach events this year varying from online reusable nappy demonstrations to online support sessions and in-person nappy demonstrations to 'Reusable Nappy Meet and Give & Take' events where parents can pass-on no longer needed reusable nappies, baby clothes and maternity wear for free. We have received interest and active engagement from other London Boroughs to participate with the voucher incentive scheme helping to support Real Nappies for London widen its reach to engage more families to use reusable nappies. We took part in Reusable Nappy Week in April 2023.

#### **Food**

This year we have continued to deliver and develop our Just FACT (Just Food and Climate Transition) project, a 5 year partnership programme aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London. Wen is the lead organisation working in partnership with ten local partners, including Platform, supporting community-led solutions for a sustainable and socially just urban food system. Funded by the National Lottery Climate Action Fund (CAF), the programme seeks to build community power and amplify voices that don't normally get heard to radically re-shape the local food system. Although the project is local to Tower Hamlets, it is designing a model that can be used in other urban areas and amplified through the national and international good food movements that Wen are part of. As part of this project we have been developing the community space at Limborough House (in Mile End in Tower Hamlets, London) into a thriving food hub for local residents on the Burdett Estate, in partnership with Poplar HARCA housing association and local partners. Limborough Food Hub, comprising a community garden, greenhouse, kitchen and workshop space in Mile End, is becoming an active community space, where we run regular cooking and growing workshops throughout the year. The Food Store, a pantry for residents and the wider community located at the Limborough Food Hub, is open every week.

This year the CAF awarded us an extra grant to enable us to make onward grants to local community organisations and individuals working on food justice projects in the borough.

We funded ten projects via our participatory grants making process, with £168,168 granted across the projects. The funding will see a new Food and Land Justice Resource Centre established at Kingsley Hall in Tower Hamlets and a Sussex farm beginning to grow crops that meet the needs of Tower Hamlets' global community. A variety of grassroots groups have been funded including youth collective Somos Semillas, as well as more established community organisations such as Providence Grow. Onward grant making on behalf of the Climate Action Fund has enabled us to try out more participatory approaches to funding projects, putting more power in the hands of local people to make decisions.

We continued to develop and strengthen the Tower Hamlets Food Partnership this year. The Partnership, which is part of the Sustainable Food Places Network, works with the local council, Public Health and community organisations to develop strategic interventions for a better food system in the borough. Through the Tower Hamlets Food Partnership and our Just FACT programme, which Wen is coordinating, we are championing sustainable food policies and addressing food poverty in the borough. As part of this work, Wen's Food Coop Strategy & Development Lead has been developing a long-term plan for Food Coops in Tower Hamlets, including exploring how they might transition to a more financially resilient model.

## The Women's Environmental Network Trust

### Trustees Report

We continued to build the Tower Hamlets Food Growers Network which remains a brilliant example of a thriving and active community network of food growers. It is a vital part of our local work helping to engage and mobilise a diverse audience for Wen's work. Our popular seasonal gatherings bring people together from across the borough to learn about food growing and other environmental issues, with workshops, talks, stalls, a shared community lunch and tour of local community gardens. We organised four seasonal gatherings this year at different community venues.

This year we continued work on the FoodSEqual project - a 5-year research programme funded by UKRI and led by the University of Reading. As part of FoodSEqual, Wen has joined a partnership of universities, community groups and organisations working alongside local communities to create a better food environment. As part of this project, Wen and University of Sussex are running a new community research programme centred around the St George's Estate, Shadwell (in Tower Hamlets, London), exploring the role food plays in people's lives and the importance of history, culture and heritage to our food habits.

#### Women's Empowerment

Our Wen Forum events continue to explore issues around feminism and the environment.

We held three events this year on the following topics:

- July 2023 - 'What would a feminist approach to food justice look like?' (in person event held at the Museum of Manchester)
- October 2023 - Environmenstrual Festival - focus on the call for a Menstrual Health, Sustainability and Dignity Act (online event)
- March 2024 - 'Why is gender, racial and social equity key to addressing the climate crisis?' (in person event held in London)
- We have continued to develop our '*Why's Climate Justice a Feminist Issue?*' blog series featuring a diverse range of contributors.
- Our feminist leadership structure aims to build the confidence and skills of Wen team members, allowing greater participation in organisational decision-making.

#### Campaigning and Policy

Wen works at the grassroots and policy level helping to bridge this divide and ensuring that grassroots perspectives are part of policy making. Our Climate Sisters project is nurturing marginalised women's climate leadership through a feminist leadership course informing our Feminist Green New Deal policy asks and campaigning, advocating for inclusive climate policy rooted in the priorities of women and marginalised groups. Our Environmenstrual Campaign is calling on the government to implement a Menstrual Health, Dignity and Sustainability Act to address health and waste impacts, period equity, education, regulation and existing stigma and taboos. Our Green Baby campaign is campaigning for legislation around toxic chemicals in baby and household products while raising awareness of this issue through a grassroots workshop programme with parents and health professionals across the UK.

## The Women's Environmental Network Trust

### Trustees Report

As well as our policy and campaign work through the Feminist Green New Deal, Green Baby, Environmenstrual, Just FACT and the Tower Hamlets Food Partnership, Wen campaigned for more just and sustainable food systems through our membership of the Sustainable Food Cities, the UK Food Group, Sustain and the Capital Growth Working Party. We are members of the Gender and Development Network (GADN) as well as the Women & Gender Constituency part of the UNFCC. We are also part of the Feminist Green New Deal Coalition convened by WEDO (Women's Environment & Development Organisation) and are a signatory to their Feminist Green New Deal Set of Principles. We are also part of the Wednesday4Women group advocating for gender equality as well as The Climate Justice Coalition and The Climate Coalition.

#### Organisational Capacity Building

We continue to refine our feminist leadership structure sharing responsibility among two Co-Directors, four working groups and a Leadership Circle. We are proud to be trailblazing a feminist leadership model, challenging traditional power structures and inviting staff to co-design our ways of working. Our working group structure involves members from across the Wen staff team in order to encourage greater participation around decision-making and to address imbalances in power and privilege in the organisation.

#### Membership and Supporters

We continued to invest time and energy into developing our membership and supporter base in order to provide a greater source of untied income with which to deliver against our charitable objects. This also strengthens Wen's network helping to grow a movement of people who are passionate about intersectional feminism and the environment. A key part of this has been organising regular Wen Forum: *feminism and the environment in conversation* events. These events focus on a core Wen topic and feature speakers and panel discussions from a wide range of actors in the field, stalls and a networking reception (for in-person events). They have been an effective way to increase our profile and supporter base and our press coverage as well as develop new partnerships and wider networks. This year we took steps to improve our external communications with a particular focus on developing our social media profile and increasing our supporter base in order to increase our organisational profile. We further consolidated and developed our brand and website, and posted regular blogs as well as increasing our X and Instagram followers.

The growth of our Green Baby Campaign, our Environmenstrual Campaign, our Climate Sisters, Feminist Green New Deal and Just FACT programmes has continued to enable us to reach a much wider audience through social media and through the press. Increasing our supporter base continues to form a core part of our strategic priorities. We send out a monthly e-newsletter to supporters, as well as a local food newsletter for Tower Hamlets residents. Our list of supporters continues to grow, and we increased our supporters between 1st April 2023 and 31st March 2024 by the following amounts: · Instagram Wen followers: from: 7420 to 7710 · Instagram Environmenstrual followers from: 4209 to 4364 · Facebook followers stayed the same at 4400 · X followers from 6275 to 6300 LinkedIn - 2000 · Supporters (including Wen members): from 4368 to 4703. Wen remains extremely grateful for all the support and dedication it receives from members and supporters alike.

#### STRUCTURE, GOVERNANCE, AND MANAGEMENT STRUCTURE

Wen comprises a Board of Trustees (as listed below), a national office and a community hub in London run by staff and volunteers, as well as a membership base of individuals and affiliated organisations. It has a number of ambassadors; prominent women prepared to lend their name to help raise the public profile of the organisation but who play no part in the direction of the Trust.

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### **Nature of governing document**

The organisation is a charitable company limited by guarantee as defined by the Companies Act 2006, company registration number 02520522 and registered as a charity with the Charity Commission, charity registration number 1010397. The company was established under a Memorandum and Articles of Association which established the objects and powers of the charitable company and is governed by its Articles of Association.

#### **Governance**

We are very grateful to all of our trustees, past and present, for their energy and support. The trustees who served during the year and on the date the annual report was approved were:

Estelle Dehon (resigned March 2023)

Tracey Angela Pritchard (resigned July 2023)

Momtaz Ajid (Full name Momotaz Begum)

Jenna Norman (resigned July 2024)

Isabel Bull (resigned April 2024)

Charlotte Miller

Monique Johnson (Chair - appointed July 2023)

Tallulah Staple (Treasurer - appointed July 2023)

Anupam Parashar (appointed July 2023)

Amiera Sawas (appointed 14/10/24)

Suna Ramadan (appointed 14/10/24)

It is the responsibility of the Board of Trustees to identify if additional skills are required on the board. Where this is the case, the board actively recruits new trustees, either through its own network or in appropriate newsletters. All new trustees receive a welcome pack, induction and do governance training. The trustees, in conjunction with key staff, continue to identify the main risks to which the charity is exposed.

#### **Management**

The staff team at Wen operates a consensus-based form of decision making to run the day-to-day running of the organisation, through a management team of two Co-Directors, four working groups and a Leadership Circle comprised of senior staff and representative members of the Wen staff team. Management functions such as HR, finance oversight, strategy, communications and engagement, partnerships, campaigns and programmes and IT oversight are shared between the Co-Directors, Head of Organisational Development role, Head of Programmes and the Leadership Circle.

## The Women's Environmental Network Trust

### Trustees Report

A total of 12 regular volunteers supported our work throughout the year. Volunteers have always been absolutely vital to Wen's work. Wen is a hub for passionate and inspiring people, and staff, trustees and volunteers alike have much to contribute and learn from each other. We are continually grateful for all our volunteers' dedication, enthusiasm and inspiration.

#### FINANCIAL REVIEW

**Funding Sources** Wen is funded by grants, donations, programme delivery contracts, membership fees, and a small amount of income from sales of goods.

The Trustees of Wen are pleased to report another successful year of increase in revenue. Total Incoming Resources were £1,116,723 up 7% on the previous year (£1,039,644). In this continuingly difficult economic environment, the trustees are extremely grateful to all funders, members and donors. The increased revenue justifies the tireless work of the management team and staff in advancing the charitable objectives of the Trust.

**Financial strength** Our financial strength has fluctuated in the last few years, but Wen's financial position remains strong. Although Trustees are conscious of the fact that they need to increase the level of their free reserves they are satisfied with progress to date.

**Reserves** Total Reserves at 31 March 2024 stand at £372,423, a decrease on the 2023 balance of £473,591. However, general reserves at the same date stand 11% higher than the previous year at £182,353 (2023: £164,102).

General reserves are calculated as total reserves of £372,423 (2023: £473,591) less restricted reserves of £190,070 (2023: £309,489). Within the figure for general reserves is a designated reserve of £31,226 (2023: £33,881) relating to our reusable nappies programme, deducting this leaves a free reserves balance of £151,127 (2023: £130,221).

The fall in restricted reserves relates to the spending down of funds received towards the end of 2022/23 restricted to various projects and expected to be spent in the year.

The approved budget for 2024-25 has a level of operating costs of £985,000 (excluding payments to JustFACT partners). Required free reserves, according to our own policy, of three months operating costs for the year ahead would be £246,000 so there remains a shortfall of £94,873. However, the income in the 2024-25 budget is largely secured from existing grant agreements and the risk is therefore not as high as would first appear. Trustees will seek to increase the level of free reserves but consider the current position acceptable.

## **The Women's Environmental Network Trust**

### **Trustees Report**

**Risk Statement** The major risks facing the charity are that the trustee board is too small to support the strategy of development for Wen, loss of key staff (in particular the Co-Director), and the challenge of securing funding for our work. We continue to address these risks in the short and long term through:

- We have sought to recruit new board members and especially a new Treasurer. These have now taken up their positions, but this risk will continue to be monitored;
- Diversifying our income streams, reducing reliance on project funding, and increasing membership, donation income and core funding by raising our profile through exciting and relevant activities and campaigns;
- Investing in staff training, HR and wellbeing, and conducting annual salary reviews to ensure that staff are being fairly remunerated for their work; and
- We are reviewing our senior leadership roles during a transition period of 12-18 months, working with a strategist to ensure the most effective and resilient structure for the organisation going forward.

Trustees continue to monitor and take action to address organisational risks at each board meeting.

#### **LOOKING AHEAD**

##### **Cost of Living Crisis**

We envisage that the cost of living crisis will continue to have a significant impact on our funding and on our programmes and will particularly affect the communities we work with. Addressing the cost of living crisis alongside the climate/biodiversity and equality crisis continues to be an intrinsic part of our work.

##### **New 5 Year Strategy (2024-2029)**

We are currently rolling out our new 5 year strategy and will do an official launch in the autumn. Our new strategy aligns with the current challenges facing the UK of creating a green, fair and caring economy, especially in light of the cost of living, equality and climate crises. We will campaign for environmental, gender, racial and social justice to be at the centre of this economy and will work in solidarity with other organisations and movements working on systemic change in order to have a greater collective impact.

The broad areas for development over the next two years at the time of writing were as follows:

##### **Power and Privilege**

We are actively striving to be a truly intersectional feminist, inclusive and anti-racist organisation. We recognise that the environmental movement has not historically included an anti-racist or intersectional feminist analysis in its work. We want to play our part in changing this and helping to build a more inclusive and diverse environmental movement putting people of colour, women and marginalised groups at the centre, including LGBTQ+ and disabled people. We are in the process of doing this through internal change as an organisation, through all our programmes and campaigns and how we speak externally. Our Intersectional Feminist Working Group are leading this work within Wen and have developed an Action Plan, covering key areas around governance, recruitment, organisational culture and communications, which we are in the process of implementing.

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### **Building financial resilience**

We will continue to diversify and strengthen our income streams to ensure financial sustainability. This will involve self-generated income and building our unrestricted income through sponsorship and donations. We will continue to focus on increasing our supporter base as well as developing major donors and company partnerships, in particular through the 1% for the Planet scheme.

**Building our brand** within our target audiences will help to build our profile and supporter base. We plan to focus particularly on media relations this year to build our profile and impact working with an external consultant to develop Wen's in-house media relations capacity.

#### **Extend our reach: partnerships and campaigns**

We will continue to build a wide network of partners and supporters who share our vision through a multi-faceted approach. The main avenues for this work will be the Feminist Green New Deal programme including the Climate Sisters Tower Hamlets & Hackney project, the Just Food & Climate Transition (Just FACT) programme, the Wen Forum, the Green Baby Campaign, the Environmenstrual Campaign, the Real Nappies for London project, the Tower Hamlets Food Growing Network, and Food Partnership.

We will continue to deliver and develop our Green Baby programme, raising awareness around toxic chemicals in baby and household products, having secured funding for this from Weleda, The Savitri Trust and Natracare. We will share the Green Baby Factsheet through a social media campaign and hold the second Green Baby Day on the 12th June 2024 alongside a Green Baby Wen Forum event focusing on toxic chemicals and the gendered and racial angle to engage a wide audience in this topic.

We will aim to diversify the mainstream environmental movement by bringing a wider range of actors together to build a more inclusive and effective environmental movement. Our Climate Sisters Tower Hamlets & Hackney project in particular will continue to focus on this, linking grassroots women with policy makers in the environmental and climate arena with high profile events to showcase the Climate Sisters priorities for climate action. Our first Climate Sisters showcase event will take place at The Barbican in July this year. Expanding this programme nationally will also contribute to this aim so we are seeking funding to enable this.

We will focus on championing an intersectional feminist approach to climate justice. We will continue to increase our media presence through our communications strategy, including working with our ambassadors and further developing our social media profile. We will use our social media platforms to reach new audiences. These partnerships will help inform and guide our project and campaigning work over the coming years, within our key programme areas.

## The Women's Environmental Network Trust

### Trustees Report

#### Internal systems & management

We will continue to strengthen our HR, financial and IT systems to ensure that staff and volunteers are well supported in their work. We will regularly update our key policies, procedures and employee handbooks to ensure that Wen is meeting all of its obligations as an employer and charitable organisation.

We have appointed a Co-Chair, Ameira Sawas, to the board to work alongside our current Chair, Monique Johnson. They will both serve as Co-Chairs to share the workload. The Co-Chair model fits with the organisational Co-Director approach.

#### Developing programmes that combine local action with high impact change

This commitment to continue to link our campaigns with our local grassroots work transcends the boundaries of our programme areas. We aim to link our local work more explicitly to the climate crisis and how local action is key to addressing this. We hope to be able to expand our Climate Sisters project (currently focused in Tower Hamlets and Hackney in London) to other areas in the UK such as Manchester, other London boroughs and Scotland.

We are also committed to continue to hold events outside of London in order to engage communities around the country in Wen's work. This has already been put into practice by holding a Wen Forum event in Manchester in July 2023 as well as delivering Feminist Green New Deal workshops across the UK.

We will continue to develop our programmes and campaigns this year including:

- Our Feminist Green New Deal UK programme. In particular our Reproductive Justice and the Climate Emergency work building on our joint paper with Birth Companions on this topic (part of the Feminist Green New Deal policy paper series). We plan to develop a programme of work across the UK on this issue working in partnership with Birth Companions and others
- Climate Sisters programme
- Just FACT - A Just Food and Climate Transition - in Tower Hamlets
- Environmenstrual Campaign
- Green Baby
- Our Nature for Wellbeing programme including the Soil Sisters project
- Real Nappies for London - explore the expansion of this voucher scheme beyond London

#### Women's empowerment

We plan to seek further funding to develop our Climate Sisters' project: *Local Women of the World at the Climate Table* beyond Tower Hamlets and Hackney focusing on Manchester and the North West and Glasgow/Edinburgh and Scotland. The Climate Sisters project emerged out of the Feminist Green New Deal project. It engages marginalised women in a 12-week Feminist Climate Leadership programme. We want to support these women to amplify their voices and ensure that their priorities and concerns are central to the new green economy. We will continue to develop our feminist leadership model and will share our learning of this approach with interested organisations and researchers.

## The Women's Environmental Network Trust

### Trustees Report

#### Climate Crisis

Through our Feminist Green New Deal UK project and campaign, we will continue to champion an intersectional feminist approach to the climate, cost of living and equality crises, especially in the lead up to the general election in July 2024. We will continue to advocate for a green, caring economy putting care and equality at the centre of Green New Deal plans and policies. We will continue to engage different audiences in this dialogue through our grassroots workshop programme, discussion papers and events. We plan to publish a policy paper on: Gender and Toxic Chemicals and hold a parliamentary event on this topic.

We will continue to develop our *Why is Climate Justice a Feminist Issue?* blog series to showcase different voices.

#### Food

We will continue to develop our Just FACT - A Just Food and Climate Transition- programme over the next year engaging local residents in Tower Hamlets through our ten partner organisations, enabling them to inform local food and climate policy and to take practical action towards a sustainable food system in the borough. We will continue to champion community food growing in Tower Hamlets and provide support, training and networking through the Tower Hamlets Food Growing Network. We will build upon and strengthen the Tower Hamlets Food Partnership, recruiting new steering group members, and linking the cost of living crisis with community food growing and health and well-being efforts in the borough. We plan to publish a Feminist Green New Deal policy paper on food justice working in partnership with our food programmes to showcase best practice locally and nationally.

#### Health

We will continue to promote and deliver nature based therapeutic health interventions. Through the Soil Sisters toolkit we will continue to share the learnings from this project and advocate for similar approaches and projects to be rolled out across refuges in the UK. We plan to further develop our Nature & Wellbeing programme area securing funding to take this work forward over the next five years, including seeking the continuation of our Soil Sisters project.

We plan to develop a Green Baby Coalition to advocate for stronger legislation around toxic chemicals and to raise awareness of the health and environmental impacts of this exposure. This will form part of our Reproductive Justice and the Climate Emergency work.

#### Waste

We will continue to develop our Environmenstrual Campaign by expanding the Environmenstrual Coalition and the Environmenstrual Week of Action and organising the Wen Forum Environmenstrual Festival. This year we will be looking to the new UK government to enact a Menstrual Health, Dignity and Sustainability Act which would consider the health and waste impacts of menstruation, equity and dignity, period poverty, education and regulation while also challenging existing stigma and taboos. We will continue to lobby the government around legislation to prevent companies using harmful chemicals in their period products and for transparency of the ingredients that are in these products.

During World Continence Week in (17-23 June 2024) we will be launching our updated No Laughing Matter briefing on stress incontinence in order to break down the taboo of this topic and to start a debate on the role that reusables could play to address this.

## **The Women's Environmental Network Trust**

### **Trustees Report**

We will expand the delivery of our Environmenstrual workshops to women, girls and people who menstruate on menstrual health in schools, universities, companies, community and women's centres, in particular working with local councils to deliver training to their residents through schools and social care settings. We will continue to develop our Environmenstrual Ambassador programme to enable Ambassadors to deliver workshops across the UK. In partnership with our Environmenstrual Coalition partners we will continue to lobby manufacturers to remove plastic and harmful chemicals from their products and urge retailers to stock more reusable and plastic-free and organic cotton disposable period products.

We will continue to deliver our Menstruation, Empowerment and Sustainability (MENSY) project funded by the European Union Erasmus plus programme with our seven EU country partners.

We will be working in partnership with the Pesticide Action Network (PAN) to produce a report on Pesticides in Period Products which will be launched later this year.

We plan to continue to champion cloth nappy use through our Real Nappies for London (RNfL) project, supporting parents to make the switch to reusable nappies. We hope to expand the RNfL project to work in more boroughs in London this year and to develop a plan to take it beyond London next year.

#### **Statement of Responsibilities**

The trustees (who are also the directors of The Women's Environmental Network Trust for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 can 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.

## **The Women's Environmental Network Trust**

### **Trustees Report**

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

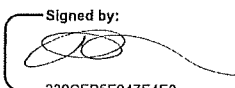
#### **Disclosure of information to auditor**

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

#### **Small companies provision statement**

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

Approved by the trustees of the charity on 12 November 2024 and signed on its behalf by:

Signed by:  
  
.....339CEB5F047E4E0.....  
Monique Johnson  
Trustee

## **The Women's Environmental Network Trust**

### **Independent Auditor's Report to the Members of The Women's Environmental Network Trust**

#### **Opinion**

We have audited the financial statements of The Women's Environmental Network Trust (the 'charity') for the year ended 31 March 2024, which comprise the Statement of Financial Activities, Balance Sheet, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## **The Women's Environmental Network Trust**

### **Independent Auditor's Report to the Members of The Women's Environmental Network Trust**

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the Statement of Responsibilities (set out on page 15 and 16), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## **The Women's Environmental Network Trust**

### **Independent Auditor's Report to the Members of The Women's Environmental Network Trust**

#### **Auditor responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the management committee with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Companies Act 2006, The Charities Act 2011, Employment Law and Pension Regulations.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

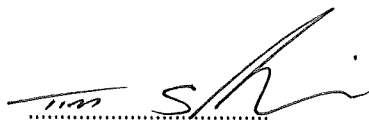
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### **Use of our report**

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**The Women's Environmental Network Trust**

**Independent Auditor's Report to the Members of The Women's Environmental Network Trust**



Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road  
Blackheath  
SE3 0RB

Date: 28/11/24.....

**The Women's Environmental Network Trust**

**Statement of Financial Activities for the Year Ended 31 March 2024**  
**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

|                                    | Note | Unrestricted<br>£ | Restricted<br>£  | Total<br>2024<br>£ | Unrestricted<br>£ | Restricted<br>£  | Total<br>2023<br>£ |
|------------------------------------|------|-------------------|------------------|--------------------|-------------------|------------------|--------------------|
| <b>Income and Endowments from:</b> |      |                   |                  |                    |                   |                  |                    |
| Donations and legacies             | 3    | 249,466           | 853,050          | 1,102,516          | 244,550           | 767,461          | 1,012,011          |
| Charitable activities              | 4    | 5,680             | 7,089            | 12,769             | 7,733             | 19,360           | 27,093             |
| Investment income                  | 5    | -                 | 1,438            | 1,438              | -                 | 540              | 540                |
| <b>Total income</b>                |      | <b>255,146</b>    | <b>861,577</b>   | <b>1,116,723</b>   | <b>252,283</b>    | <b>787,361</b>   | <b>1,039,644</b>   |
| <b>Expenditure on:</b>             |      |                   |                  |                    |                   |                  |                    |
| Charitable activities              | 7    | (236,895)         | (980,996)        | (1,217,891)        | (188,847)         | (609,732)        | (798,579)          |
| <b>Total expenditure</b>           |      | <b>(236,895)</b>  | <b>(980,996)</b> | <b>(1,217,891)</b> | <b>(188,847)</b>  | <b>(609,732)</b> | <b>(798,579)</b>   |
| Net income/(expenditure)           |      | 18,251            | (119,419)        | (101,168)          | 63,436            | 177,629          | 241,065            |
| Transfers between funds            |      | -                 | -                | -                  | (321)             | 321              | -                  |
| <b>Net movement in funds</b>       |      | <b>18,251</b>     | <b>(119,419)</b> | <b>(101,168)</b>   | <b>63,115</b>     | <b>177,950</b>   | <b>241,065</b>     |
| <b>Reconciliation of funds</b>     |      |                   |                  |                    |                   |                  |                    |
| Total funds brought forward        |      | 164,102           | 309,489          | 473,591            | 100,987           | 131,539          | 232,526            |
| Total funds carried forward        | 18   | 182,353           | 190,070          | 372,423            | 164,102           | 309,489          | 473,591            |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 and 2023 is shown in note 18.

The notes on pages 23 to 38 form an integral part of these financial statements.

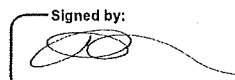
# The Women's Environmental Network Trust

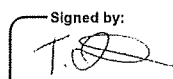
(Registration number: 02520522)  
Balance Sheet as at 31 March 2024

|                                                       | Note | 2024<br>£       | 2023<br>£       |
|-------------------------------------------------------|------|-----------------|-----------------|
| <b>Fixed assets</b>                                   |      |                 |                 |
| Tangible assets                                       | 13   | 3,226           | 2,886           |
| <b>Current assets</b>                                 |      |                 |                 |
| Debtors                                               | 14   | 79,446          | 59,612          |
| Cash at bank and in hand                              | 12   | <u>359,316</u>  | <u>424,945</u>  |
|                                                       |      | 438,762         | 484,557         |
| <b>Creditors: Amounts falling due within one year</b> | 15   | <u>(69,565)</u> | <u>(13,852)</u> |
| <b>Net current assets</b>                             |      | <u>369,197</u>  | <u>470,705</u>  |
| <b>Net assets</b>                                     |      | <u>372,423</u>  | <u>473,591</u>  |
| <b>Funds of the charity:</b>                          |      |                 |                 |
| <b>Restricted income funds</b>                        |      |                 |                 |
| Restricted funds                                      |      | 190,070         | 309,489         |
| <b>Unrestricted income funds</b>                      |      |                 |                 |
| Unrestricted funds                                    |      | <u>182,353</u>  | <u>164,102</u>  |
| <b>Total funds</b>                                    | 18   | <u>372,423</u>  | <u>473,591</u>  |

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 21 to 38 were approved by the trustees, and authorised for issue on 12 November 2024 and signed on their behalf by:

Signed by:  
  
339CEB5F047E4E0...  
Monique Johnson  
Trustee

Signed by:  
  
B1428BBC06E5D481...  
Tallulah Staple  
Trustee

The notes on pages 23 to 38 form an integral part of these financial statements.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2024**

#### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ground Floor  
20 Club Row  
London  
E2 7EY

These financial statements were authorised for issue by the trustees on 12 November 2024.

#### **2 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

The Women's Environmental Network Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2024**

#### **Judgements and key sources of estimation uncertainty**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

#### **Income and endowments**

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

#### **Donations and legacies**

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### **Grants receivable**

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### **Deferred income**

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Tangible fixed assets**

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| <b>Asset class</b>          | <b>Depreciation method and rate</b> |
|-----------------------------|-------------------------------------|
| Office equipment            | 5 year straight line                |
| Other tangible fixed assets | 5 year straight line                |

#### **Research and development**

Research and development expenditure is written off as incurred.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2024**

#### **Trade debtors**

Trade debtors are amounts due from funders for grants in the ordinary course of the charities activities.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated unrestricted funds are designated for the administration and outreach costs that need to be spent on publicity and staff time for the management and promotion of the incentive scheme.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2024**

#### **Financial instruments**

##### ***Classification***

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

##### ***Recognition and measurement***

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 3 Income from donations and legacies

|                                   | Designated<br>£ | Unrestricted<br>Funds<br>£ | Restricted<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|-----------------------------------|-----------------|----------------------------|-----------------|--------------------|--------------------|
| Donations and legacies;           |                 |                            |                 |                    |                    |
| Appeals and donations             | -               | 27,421                     | -               | 27,421             | 15,014             |
| Gift aid reclaimed                | -               | -                          | -               | -                  | 1,336              |
| Grants, including capital grants; |                 |                            |                 |                    |                    |
| Government grants                 | 48,846          | -                          | 84,188          | 133,034            | 129,933            |
| Grants from other charities       | -               | 166,360                    | 768,862         | 935,222            | 858,535            |
| Membership                        | -               | 6,839                      | -               | 6,839              | 7,193              |
|                                   | <u>48,846</u>   | <u>200,620</u>             | <u>853,050</u>  | <u>1,102,516</u>   | <u>1,012,011</u>   |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### Grants

|                                                  | 2024    | 2023    |
|--------------------------------------------------|---------|---------|
| Joseph Rowntree Charitable Trust                 | 66,224  | 70,494  |
| BUPA Foundation                                  | 9,410   | -       |
| Ocean Regeneration                               | -       | 5,000   |
| City Bridge Trust - Local food project           | 36,000  | 17,675  |
| Weleda UK Ltd                                    | 10,000  | -       |
| Women's Budget Group funded by Friends Provident | -       | 68,295  |
| Tower Hill Trust                                 | 8,280   | 5,701   |
| M & G Community Fund                             | -       | 4,000   |
| Glastonbury Festival                             | 15,000  | -       |
| Natracare                                        | 10,000  | 7,000   |
| RHS                                              | 2,500   | 10,000  |
| Lankelly Chase Foundation                        | 50,000  | 52,250  |
| Savitri trust                                    | 10,000  | -       |
| Polden Puckham Charitable Foundation             | -       | 28,800  |
| Soil Association                                 | 10,000  | 10,000  |
| The National Lottery                             | 491,985 | 530,189 |
| Propel                                           | 158,679 | -       |
| University of Sussex                             | 54,644  | 45,281  |
| Other grants                                     | 2,500   | 3,850   |
|                                                  | 935,222 | 858,535 |
|                                                  | 935,222 | 858,535 |

#### 4 Income from charitable activities

|                  | Unrestricted |            | Total  | Total  |
|------------------|--------------|------------|--------|--------|
|                  | General      | Restricted | 2024   | 2023   |
|                  | £            | £          | £      | £      |
| Consultancy fees | -            | -          | -      | 50     |
| Other income     | 5,680        | 7,089      | 12,769 | 27,043 |
|                  | 5,680        | 7,089      | 12,769 | 27,093 |
|                  | 5,680        | 7,089      | 12,769 | 27,093 |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 5 Investment income

|                                         | Restricted<br>funds<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|-----------------------------------------|--------------------------|--------------------|--------------------|
| Interest receivable and similar income; |                          |                    |                    |
| Interest receivable on bank deposits    | 1,438                    | 1,438              | 540                |

#### 6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 7 Expenditure on charitable activities

|                                          | Unrestricted<br>Designated<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|------------------------------------------|---------------------------------|--------------------|--------------------|
| Note                                     |                                 |                    |                    |
| Freelance fees                           | -                               | 55,918             | 38,535             |
| Equipment repairs and renewals           | -                               | 3,379              | 3,605              |
| Office expenses                          | -                               | 3,152              | 4,075              |
| Reimbursement of reusable nappy vouchers | -                               | 64,614             | 58,533             |
| Depreciation of office equipment         | -                               | 966                | 622                |
| Depreciation of other tangible           | -                               | 408                | 409                |
| Event expenses                           | -                               | 30,069             | 33,932             |
| Payments to partners                     | -                               | 395,083            | 149,732            |
| Wages and salaries                       | 51,501                          | 448,878            | 324,269            |
| Social security costs                    | -                               | 35,828             | 24,160             |
| Pension                                  | -                               | 17,608             | 12,990             |
| Other staff costs                        | -                               | 1,090              | (251)              |
| Support costs                            | -                               | 160,898            | 147,968            |
| 8                                        | 51,501                          | 1,217,891          | 798,579            |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 8 Analysis of support costs

##### Support costs

|                                   | Total<br>2024<br>£ | Total<br>2023<br>£ |
|-----------------------------------|--------------------|--------------------|
| Staff costs                       |                    |                    |
| Wages and salaries                | 88,988             | 77,478             |
| Social security costs             | 5,728              | 4,736              |
| Pension costs                     | 3,501              | 2,951              |
| Audit fees                        |                    |                    |
| Audit of the financial statements | 7,248              | 6,900              |
| Travel and subsistence            | 3,439              | 11,228             |
| Information and promotion         | 10,925             | 18,009             |
| Rent, rates and service charges   | 13,684             | 10,258             |
| Staff training and recruitment    | 12,724             | 7,499              |
| Light, heat and power             | 3,591              | (969)              |
| Telephone and broadband           | 1,207              | 1,809              |
| Printing, postage and stationery  | 1,495              | 937                |
| Subscriptions                     | 1,200              | 177                |
| Accountancy                       | 977                | 693                |
| Legal and professional            | 2,380              | 2,901              |
| Bank charges                      | 768                | 720                |
| Insurance                         | 2,956              | 2,588              |
| Sundries                          | 87                 | 53                 |
|                                   | <u>160,898</u>     | <u>147,968</u>     |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 9 Staff costs

The aggregate payroll costs were as follows:

|                                          | 2024<br>£      | 2023<br>£      |
|------------------------------------------|----------------|----------------|
| <b>Staff costs during the year were:</b> |                |                |
| Wages and salaries                       | 537,866        | 401,747        |
| Social security costs                    | 41,556         | 28,896         |
| Pension costs                            | 21,109         | 15,941         |
| Other staff costs                        | <u>1,090</u>   | <u>(251)</u>   |
|                                          | <u>601,621</u> | <u>446,333</u> |

The monthly average number of persons (including senior management team) employed by the charity during the year expressed was as follows:

|                               | 2024<br>No | 2023<br>No |
|-------------------------------|------------|------------|
| Projects                      | 19         | 17         |
| Management and administration | <u>4</u>   | <u>4</u>   |
|                               | <u>23</u>  | <u>21</u>  |

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £124,879 (2023 - £102,990).

#### 10 Auditors' remuneration

|                                   | 2024<br>£    | 2023<br>£    |
|-----------------------------------|--------------|--------------|
| Audit of the financial statements | <u>7,248</u> | <u>6,900</u> |

#### 11 Taxation

The charity is a registered charity and is therefore exempt from corporation tax under Part 11 of Corporation Taxes Act 2010 and its capital gains under section 257 of the Taxation of Chargeable Gains Act 1992.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 12 Cash and cash equivalents

|              | 2024<br>£      | 2023<br>£      |
|--------------|----------------|----------------|
| Cash on hand | 162            | 269            |
| Cash at bank | 359,154        | 424,676        |
|              | <u>359,316</u> | <u>424,945</u> |

#### 13 Tangible fixed assets

|                       | Office<br>equipment<br>£ | Other tangible<br>fixed asset<br>£ | Total<br>£   |
|-----------------------|--------------------------|------------------------------------|--------------|
| <b>Cost</b>           |                          |                                    |              |
| At 1 April 2023       | 3,113                    | 2,040                              | 5,153        |
| Additions             | 1,713                    | -                                  | 1,713        |
| At 31 March 2024      | <u>4,826</u>             | <u>2,040</u>                       | <u>6,866</u> |
| <b>Depreciation</b>   |                          |                                    |              |
| At 1 April 2023       | 1,043                    | 1,224                              | 2,267        |
| Charge for the year   | 965                      | 408                                | 1,373        |
| At 31 March 2024      | <u>2,008</u>             | <u>1,632</u>                       | <u>3,640</u> |
| <b>Net book value</b> |                          |                                    |              |
| At 31 March 2024      | <u>2,818</u>             | <u>408</u>                         | <u>3,226</u> |
| At 31 March 2023      | <u>2,070</u>             | <u>816</u>                         | <u>2,886</u> |

#### 14 Debtors

|               | 2024<br>£     | 2023<br>£     |
|---------------|---------------|---------------|
| Trade debtors | 74,612        | 54,834        |
| Prepayments   | 3,033         | 3,369         |
| Other debtors | 1,801         | 1,409         |
|               | <u>79,446</u> | <u>59,612</u> |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 15 Creditors: amounts falling due within one year

|                                    | 2024<br>£     | 2023<br>£     |
|------------------------------------|---------------|---------------|
| Trade creditors                    | 31,254        | 6,741         |
| Other taxation and social security | 9,632         | -             |
| Other creditors                    | 2,382         | -             |
| Accruals                           | 7,747         | 7,111         |
| Deferred income                    | 18,550        | -             |
|                                    | <u>69,565</u> | <u>13,852</u> |

|                                        | 2024<br>£     | 2023<br>£ |
|----------------------------------------|---------------|-----------|
| Deferred income at 1 April 2023        | -             | 7,000     |
| Resources deferred in the period       | 18,550        | -         |
| Amounts released from previous periods | -             | (7,000)   |
| Deferred income at year end            | <u>18,550</u> | <u>-</u>  |

#### 16 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £17,607 (2023 - £12,990).

#### 17 Related party transactions

The charitable company operates alongside The Womens Environmental Campaigns Limited. They share the same aims and objectives and have some directors in common, they also share the same premises and certain operating costs.

During the year the Charity paid for accountancy fees of £13 (2023: £252) on behalf of The Women's Environmental Campaigns Limited. At the year end £1,422 was owed to the Charity (2023: £1,409).

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 18 Funds

##### Current year figures

|                                          | Balance at 1<br>April 2023<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Balance at 31<br>March 2024<br>£ |
|------------------------------------------|---------------------------------|----------------------------|----------------------------|----------------------------------|
| <b>Unrestricted</b>                      |                                 |                            |                            |                                  |
| <i>General</i>                           |                                 |                            |                            |                                  |
| General Funds                            | 130,221                         | 206,300                    | (185,394)                  | 151,127                          |
| <i>Designated</i>                        |                                 |                            |                            |                                  |
| Reusable Nappies Voucher Scheme          | 33,881                          | 48,846                     | (51,501)                   | 31,226                           |
| <b>Total unrestricted</b>                | <u>164,102</u>                  | <u>255,146</u>             | <u>(236,895)</u>           | <u>182,353</u>                   |
| <b>Restricted</b>                        |                                 |                            |                            |                                  |
| Climate Action Fund                      | 192,993                         | 451,938                    | (612,994)                  | 31,937                           |
| Reusable Nappies Voucher scheme<br>admin | (2,084)                         | 59,950                     | (54,976)                   | 2,890                            |
| Soil Sisters                             | 12,267                          | 10,410                     | (7,559)                    | 15,118                           |
| Enviromenstrual                          | 16,531                          | 30,538                     | (28,436)                   | 18,633                           |
| WEN Forum                                | 24,412                          | -                          | -                          | 24,412                           |
| Local Food Project                       | 40,537                          | 57,217                     | (46,807)                   | 50,947                           |
| Feminist Green New Deal                  | 7,877                           | 37,532                     | (43,834)                   | 1,575                            |
| Forum Sponsors                           | 877                             | -                          | -                          | 877                              |
| Engagement and Outreach                  | -                               | 16,188                     | (563)                      | 15,625                           |
| Food Lives                               | 14,601                          | 48,716                     | (43,434)                   | 19,883                           |
| Climate Sisters                          | 1,478                           | 128,079                    | (127,320)                  | 2,237                            |
| Green Baby                               | -                               | 21,009                     | (15,073)                   | 5,936                            |
|                                          | <u>309,489</u>                  | <u>861,577</u>             | <u>(980,996)</u>           | <u>190,070</u>                   |
| <b>Total funds</b>                       | <u><u>473,591</u></u>           | <u><u>1,116,723</u></u>    | <u><u>(1,217,891)</u></u>  | <u><u>372,423</u></u>            |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

**Prior year comparative**

|                                    | Balance at 1<br>April 2022<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£ | Balance at<br>31 March<br>2023<br>£ |
|------------------------------------|---------------------------------|----------------------------|----------------------------|----------------|-------------------------------------|
| <b>Unrestricted</b>                |                                 |                            |                            |                |                                     |
| <i>General</i>                     |                                 |                            |                            |                |                                     |
| General Funds                      | 99,248                          | 191,795                    | (160,501)                  | (321)          | 130,221                             |
| <i>Designated</i>                  |                                 |                            |                            |                |                                     |
| Reusable Nappies Voucher<br>Scheme | 1,739                           | 60,488                     | (28,346)                   | -              | 33,881                              |
| <b>Total unrestricted</b>          | <u>100,987</u>                  | <u>252,283</u>             | <u>(188,847)</u>           | <u>(321)</u>   | <u>164,102</u>                      |
| <b>Restricted</b>                  |                                 |                            |                            |                |                                     |
| Climate Action Fund                | 28,437                          | 486,218                    | (321,662)                  | -              | 192,993                             |
| Capacity building                  | (514)                           | 39,050                     | (40,620)                   | -              | (2,084)                             |
| Soil Sisters                       | 35,117                          | 13,000                     | (35,850)                   | -              | 12,267                              |
| Woman 2 Woman                      | 1,489                           | 38,995                     | (23,953)                   | -              | 16,531                              |
| WEN Forum                          | 3,646                           | 33,222                     | (12,456)                   | -              | 24,412                              |
| Local Food Project                 | 30,709                          | 56,325                     | (46,497)                   | -              | 40,537                              |
| Campaigning                        | 27,943                          | 72,727                     | (92,793)                   | -              | 7,877                               |
| Forum Sponsors                     | 5,033                           | -                          | (4,156)                    | -              | 877                                 |
| Contracted Project                 | (321)                           | -                          | -                          | 321            | -                                   |
| Food Lives                         | -                               | 37,824                     | (23,223)                   | -              | 14,601                              |
| Climate Sisters                    | -                               | 10,000                     | (8,522)                    | -              | 1,478                               |
|                                    | <u>131,539</u>                  | <u>787,361</u>             | <u>(609,732)</u>           | <u>321</u>     | <u>309,489</u>                      |
| <b>Total funds</b>                 | <u>232,526</u>                  | <u>1,039,644</u>           | <u>(798,579)</u>           | <u>-</u>       | <u>473,591</u>                      |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

The specific purposes for which the funds are to be applied are as follows:

**Climate Action Fund** - This is funding from the National Lottery for Just FACT (Just Food and Climate Transition), our 5 year partnership programme, running to October 2025, aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London.

**Reusable Nappies Voucher Scheme admin - (Previously known as Capacity Building)** this is funding from London Waste Authorities and Local Authorities towards our Real Nappies for London voucher incentive scheme which estimates a proposed 1,145 tonnes of single-use nappy waste in London was diverted from waste and landfill, saving Local Authorities an estimated £106,485 in Incineration with energy recovery costs.

**Soil Sisters** - This supports recovery and development of vulnerable women in traumatic transitions within women's refuge settings. It is the first of its kind in the UK to establish a network of groups interested in developing social and therapeutic horticulture (STH) or green care. Working with partner organization Hestia the project delivers a year round programme of weekly sessions in East London, it runs a conference that disseminates learning and promotes the use of nature based wellbeing and health interventions. It publishes research focusing on the importance of STH for women in crisis or refuges. This project had been on hold as a result of Covid, the Reaching Communities funding was extend. Subsequent to that the project has received funding from BUPA Foundation.

**Enviromenstrual - (Previously known as Woman 2 Woman)** this project is Supported by Natracare The Joseph Rowntree Charitable Trust and North London Waste Authority, our Environmenstrual programme aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches. Our Environmenstrual Ambassadors programme continues to be funded from this fund.

**WEN forum** - Quarterly symposium featuring key note speakers dissecting and discussing topics of the moment. It seeks to educate, inform, inspire and does not shy away from controversy. The WEN Forum is funded by sponsors and grants from The Joseph Rowntree Charitable Trust.

**Local Food Project** - Manages Tower Hamlets Food Partnerships with its aims to create a local food system that allows everyone access to healthy and sustainable food. It is a collaboration engaging all who have a role in local food production. From residents, community organisations, schools, businesses and the council. The fund covers the Food Growing Network's quarterly gatherings and the work of the Partnership and is funded by City Bridge Trust, Food Power, Soil Association, University of Sussex.

**Feminist Green New Deal (FemGND)** - This fund has received money from Friends Provident, Lankelly Chase Charitable Foundation, The Joseph Rowntree Charitable Trust, and Polden Puckham Charitable Foundation, in support of our activities in response to the climate crisis including drafting a number of policy papers and attending COP26 in Glasgow.

**Forum Sponsors** - Funds from sponsors of our Wen Forum programme to be used in 2020/21.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2024

**Contracted Projects** - This fund related specifically to our work developing the community garden at St Leonards Priory funded by The Veolia Environmental Trust, It completed in 2022.

**Engagement and outreach fund** contains grants from The Joseph Rowntree Charitable Trust towards costs of communicating WEN's activities and research through the WEN Forum, events and other communications, and in developing networks.

**Food Lives** - This fund contains Grants from University of Sussex to cover research conducted by WEN in Tower Hamlets on the subject "Transforming the UK food system for healthy people and a healthy environment - Co-production of healthy, sustainable food systems for disadvantaged communities"

**Climate Sisters** - The Climate Sisters 'Local Women of the World at the Climate Table' project aims to make systemic change by amplifying marginalised women's voices in climate justice debates and in the transition to a low-carbon economy. This 3 year project aims to engage women from Tower Hamlets and Hackney through a participatory climate leadership programme.

**Green Baby Fund** - The Green Baby Fund contains grants from Weleda, The Savitri Trust and Natracare in support of WEN's research, engagement and activities seeking for legislation around toxic chemicals in baby and household products while raising awareness of this issue through a grassroots workshop programme with parents and health professionals across the UK.

#### 19 Analysis of net assets between funds

##### Current year figures

|                       | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|-----------------------|----------------------------|-----------------|------------------|
| Tangible fixed assets | 3,226                      | -               | 3,226            |
| Current assets        | 248,692                    | 190,070         | 438,762          |
| Current liabilities   | (69,565)                   | -               | (69,565)         |
| Total net assets      | 182,353                    | 190,070         | 372,423          |

##### Prior year comparative

|                       | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|-----------------------|----------------------------|-----------------|------------------|
| Tangible fixed assets | 2,886                      | -               | 2,886            |
| Current assets        | 175,068                    | 309,489         | 484,557          |
| Current liabilities   | (13,852)                   | -               | (13,852)         |
| Total net assets      | 164,102                    | 309,489         | 473,591          |

**THE WOMEN'S ENVIRONMENTAL NETWORK TRUST**

England & Wales - Charity number 1010397

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# Accounts

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Company registration number: 02520522

Charity registration number: 1010397

# The Women's Environmental Network Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

# **The Women's Environmental Network Trust**

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## **The Women's Environmental Network Trust**

### **Reference and Administrative Details**

|                                    |                                                   |
|------------------------------------|---------------------------------------------------|
| <b>Trustees</b>                    | Charlotte Miller                                  |
|                                    | Jenna Norman                                      |
|                                    | Isabel Bull                                       |
|                                    | Momotaz Begum                                     |
|                                    | Monique Johnson                                   |
|                                    | Anupam Parashar                                   |
|                                    | Tallulah Staple                                   |
| <b>Charity Registration Number</b> | 1010397                                           |
| <b>Company Registration Number</b> | 02520522                                          |
| <b>Registered Office</b>           | The charity is incorporated in England and Wales. |
|                                    | Ground Floor                                      |
|                                    | 20 Club Row                                       |
|                                    | London                                            |
|                                    | E2 7EY                                            |
| <b>Auditor</b>                     | Field Sullivan Limited                            |
|                                    | 9 Hare & Billet Road                              |
|                                    | Blackheath                                        |
|                                    | SE3 0RB                                           |
| <b>Bankers</b>                     | The Co-Operative Bank Plc                         |
|                                    | Central Commercial Branch                         |
|                                    | P.O. Box 250                                      |
|                                    | Skelmersdale                                      |
|                                    | WN8 6WT                                           |
|                                    | Triodos Bank                                      |
|                                    | Deanery Road                                      |
|                                    | Bristol                                           |
|                                    | BS1 5AS                                           |

# The Women's Environmental Network Trust

## Trustees Report

The Trustees present their report and the financial statements for the year ended 31 March 2023.

This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum & Articles of Association.

### VISION AND MISSION STATEMENT

Wen's vision is a world where we have achieved environmental, gender, racial and social justice. Wen's mission is to make the connections between women, health, equality and the environment. We want:

- To inspire and empower women to take action for a healthier planet
- Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
- Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour.

Wen's vision is a world where we have achieved environmental, gender, racial and social justice. Our current strategic aims (2018-2023) are:

1. Inspire and empower more women to take-action for a healthier planet
2. Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
3. Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour Grow a strong and healthy organisation by reinvigorating our core messages, raising our profile, strengthening our internal systems, and embedding our values.

### PRINCIPAL ACTIVITIES

Wen engages in activities that fall under the banners of health, climate change, waste, food and women's empowerment. However, our work aims to highlight the interconnectedness of all these programme areas, as well as that of human health and that of the planet. A defining characteristic of Wen is our unique approach which is grounded in meaningful local action and projects that engage diverse women and communities in shaping high impact campaigning and policy focused work. Across our programmes, we mobilise through participatory approaches and a focus on strong movement building.

**Health:** We raise awareness and provide information to individuals, other organisations, and media on a number of health-related matters such as harmful chemicals and plastic in mainstream single-use period products, healthy homes, and safe cosmetics. Women and the wider public look to Wen as a trusted source of information on subjects not covered by mainstream environmental organisations. We also promote and deliver nature based therapeutic health interventions in East London where the Wen office is based.

**Climate change:** We provide workshops on the gendered aspects of climate change, and advocate for making gender, racial and social equality central to policies for decarbonising our economy. We take an intersectional feminist approach to the climate crisis exploring how our patriarchal racist capitalist system is both a driver and cause of the climate crisis. We also advocate for women's involvement in decision making at all levels, especially marginalised women and women of colour.

## The Women's Environmental Network Trust

### Trustees Report

**Waste:** We raise awareness of the environmental impacts of single-use period products and nappies, with a particular focus on the plastic and chemical pollution caused by these. We deliver workshops in schools, universities and community and women's centres to enable people to make a properly informed choice about which period products to use. We also lobby menstrual product manufacturers to remove the harmful chemicals and plastic from their products.

**Food:** We run practical workshops and events on organic food growing, raise awareness about the health and environmental benefits of local and organic food, and support community gardens with advice, training, networking and access to corporate volunteers. We also seek strategic, borough-wide and nation-wide interventions for a more sustainable food system.

**Women's Empowerment:** Wen plays a vital role in amplifying women's voices in the environmental sector but also in providing an 'incubator' for women and non binary environmental leaders through our participatory approach to volunteering and community engagement. Our feminist leadership model of sharing management functions non-hierarchically between two Co-Directors and through our Leadership Circle structure that continues to enhance this approach.

### PRIORITIES AND ACHIEVEMENTS IN 2022-2023

In 2022-2023 our priorities were:

Programmes and campaigns:

- Strengthen our multi-faceted approach across Wen's work, concentrating on three key approaches in our theory of change: - supporting local action - mobilising ideas and feminist leadership - creating local and national campaigns delivered through networks and coalitions
- Deliver innovative, high impact and radical programmes including Feminist Green New Deal and the Just Food and Climate Transition (Just FACT) partnership programme funded by the Climate Action Fund
- Strengthen and develop our current programmes and campaigns including: - Environmenstrual Campaign, continuing to strengthen our online Week of Action - Tower Hamlets Food Growing Network - championing and supporting food growing in the borough - Tower Hamlets Food Partnership - creating a fairer, healthier and more sustainable food system
- Raise our profile and celebrate impact, harnessing the opportunities created by increasing our profile through social media and online events
- Strengthen our internal systems, including developing new policies and processes to better support our staff

-Real Nappies for London - supporting parents to choose cloth nappies through a pan-London voucher scheme and education campaign

Thanks to a small team of dedicated staff, committed volunteers and a supportive board of trustees Wen has undertaken a wide range of activities to further its priorities this year.

## The Women's Environmental Network Trust

### Trustees Report

#### ACTIVITIES

Our work can include

- education (by way of workshops, talks, training programmes, and community events);
- research and information (leaflets, guides and reports);
- policy work and campaigning (through partnerships with other organisations in our key programme areas); and
- building networks and coalitions.

The activities carried out for the public benefit by the charity can be broadly categorised as follows below.

#### Health

Our flagship 'Soil Sisters' project delivered therapeutic horticulture to four women's refuges in East London working in partnership with The Ashiana Network and Hestia who provide support and accommodation for women escaping domestic violence. Funded by the National Lottery Reaching Communities, the project co-designs productive gardens on site and delivers year-round health and well-being sessions with women at the refuges. At the end of our Lottery funding in March 2023 we launched a Soil Sisters toolkit detailing the five years of work on the project for the five different refuges, and enabling others who may be interested in offering a similar project to gather ideas, inspiration and practical ideas in the garden and beyond.

#### Climate Crisis

We continued to develop our Feminist Green New Deal project this year engaging new audiences and stakeholders around this and publishing new policy papers. The Feminist Green New Deal puts the needs and priorities of women, people of colour and marginalised groups at the heart of all climate policy and action and advocates for a care-led green recovery from our multiple crises. This joint project with the Women's Budget Group (WBG), is unique in joining up grassroots engagement with policy work. As part of the project we have published five policy papers this year with the Women's Budget Group on: 'Labour Market Changes for a Green, Caring Economy', 'Managing Risk Through Security: Social security's contribution to tackling climate change & gender inequality', 'Food Policy Paper Summary', 'A Green and Caring Economy Report' and 'A Green and Caring Economy Key Messages'. We continued to develop our '*Why is Climate Justice a Feminist Issue?*' blog series to showcase different voices. A highlight this year was doing a video interview with Dr Vandana Shiva for our Wen Forum event in February 2023 focusing on climate and food justice.

Wen continues to be part of the Women & Gender Constituency's advocacy group where we amplify a joint message around Feminist Climate Justice working in solidarity with women's and feminist organisations from the Global South and Global North.

After our successful pilot Climate Sisters projects (which we ran with two women's groups in Glasgow and Manchester in the lead up to COP26 in 2021), we have secured funding from the Propel fund to deliver a Climate Sisters Tower Hamlets & Hackney project over the next three years. The aim of the project is to amplify women's and marginalised voices in the climate space through a feminist climate leadership programme.

#### Waste

We continued to develop our Environmenstrual Campaign this year.

## The Women's Environmental Network Trust

### Trustees Report

The campaign aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches. In October we convened the fifth Environmenstrual Week with an online panel event alongside other online events.

Our **Environmenstrual Ambassadors** continued to deliver online Environmenstrual workshops during the year because many participants preferred the convenience of this format. This enabled us to reach a wider audience and extend our reach throughout the UK. We also expanded our Environmenstrual Coalition made up of over 60 organisations, reusable and plastic-free menstrual companies and activists.

**Real Nappies for London (RNfL)** continued to champion cloth nappy use across 11 London boroughs through the voucher scheme which incentivises and supports parents to try cloth nappies. The scheme carried out over 50 outreach events this year varying from online reusable nappy demonstrations to online support sessions and in-person nappy demonstrations to 'Reusable Nappy Meet and Give & Take' events where parents can pass-on no longer needed reusable nappies, baby clothes and maternity wear for free. We have received interest and active engagement from other London Boroughs to participate with the voucher incentive scheme helping to support Real Nappies for London widen its reach to engage more families to use reusable nappies. We took part in Reusable Nappy Week in April 2022.

#### Food

This year we have continued to deliver and develop our Just FACT (Just Food and Climate Transition) project, a 5 year partnership programme aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London. Wen is the lead organisation working in partnership with ten local partners, including Platform, supporting community-led solutions for a sustainable and socially just urban food system. Funded by the National Lottery Climate Action Fund (CAF), the programme seeks to build community power and amplify voices that don't normally get heard to radically re-shape the local food system. Although the project is local to Tower Hamlets, it is designing a model that can be used in other urban areas and amplified through the national and international good food movements that Wen are part of. As part of this project we have been developing the community space at Limborough House (in Mile End in Tower Hamlets, London) into a thriving food hub for local residents on the Burdett Estate, in partnership with Poplar Harca housing association and local partners. Limborough Food Hub, comprising a community garden, greenhouse, kitchen and workshop space in Mile End, is becoming an active community space, where we run regular cooking and growing workshops throughout the year. The Food Store, a pantry for residents and the wider community located at the Limborough Food Hub, is open every week.

This year the CAF awarded us an extra grant to enable us to make onward grants to local community organisations and individuals working on food justice projects in the borough.

We awarded six community food projects in Tower Hamlets with grants totalling £125k. Projects include sustainable food growing at Stepney City Farm, installing an urban farm on a school rooftop, sustainable foraging and herbal remedies, and workshops to celebrate traditional practices of pickling, preserving and fermenting. Onward grant making on behalf of the Climate Action Fund has enabled us to try out more participatory approaches to funding projects, putting more power in the hands of local people to make decisions.

## **The Women's Environmental Network Trust**

### **Trustees Report**

We continued to develop and strengthen the Tower Hamlets Food Partnership this year. The Partnership, which is part of the Sustainable Food Places Network, works with the local council, Public Health and community organisations to develop strategic interventions for a better food system in the borough. Through the Tower Hamlets Food Partnership and our Just FACT programme, which Wen is coordinating, we are championing sustainable food policies and addressing food poverty in the borough.

We continued to build the Tower Hamlets Food Growers Network which remains a brilliant example of a thriving and active community network of food growers. It is a vital part of our local work helping to engage and mobilise a diverse audience for Wen's work. Our popular seasonal gatherings bring people together from across the borough to learn about food growing, with workshops, talks, stalls, a shared community lunch and tour of local community gardens. We organised four seasonal gatherings this year at different community venues.

This year we continued work on the FoodSEqual project - a 5-year research programme funded by UKRI and led by the University of Reading. As part of FoodSEqual, Wen has joined a partnership of universities, community groups and organisations working alongside local communities to create a better food environment. As part of this project, Wen and University of Sussex are running a new community research programme centred around the St George's Estate, Shadwell (in Tower Hamlets, London), exploring the role food plays in people's lives and the importance of history, culture and heritage to our food habits.

#### **Women's Empowerment**

Our Wen Forum events continue to explore issues around feminism and the environment.

We held three events this year on the following topics:

- June 2022 - 'What would feminist climate justice look like for everyday life?' (in person event held in London)
- October 2022 - Environmenstrual Festival - focus on councils and period education (online event)
- February 2023 - 'What would climate justice look like in our food system?' (in person event held in London)
- We have continued to develop our 'Why's Climate Justice a Feminist Issue?' blog series featuring a diverse range of contributors
- Our new feminist leadership structure aims to build the confidence and skills of Wen team members, allowing greater participation in organisational decision-making

#### **Campaigning and Policy**

As well as our policy and campaign work through the Feminist Green New Deal, Just FACT and the Tower Hamlets Food Partnership, Wen campaigned for more just and sustainable food systems through our membership of the Sustainable Food Cities, the UK Food Group, Sustain and the Capital Growth Working Party. We are members of the Gender and Development Network (GADN) and their Gender and Climate Advocacy Group as well as the Women & Gender Constituency part of the UNFCC. We are also part of the Feminist Green New Deal Coalition convened by WEDO (Women's Environment & Development Organisation) and are a signatory to their Feminist Green New Deal Set of Principles. We are also part of the Wednesday4Women group advocating for gender equality. Our Environmenstrual Campaign is lobbying mainstream period product manufacturers to remove the plastic and harmful chemicals in their products and to list all the materials used on their products. We are calling for legislation for transparency to require companies to disclose this information.

# The Women's Environmental Network Trust

## Trustees Report

### Organisational Capacity Building

We continue to refine our feminist leadership structure sharing responsibility among two Co-Directors, four working groups and a Leadership Circle. We are proud to be trailblazing a feminist leadership model, challenging traditional power structures and inviting staff to co-design our ways of working. Our working group structure involves members from across the Wen staff team in order to encourage greater participation around decision-making and to address imbalances in power and privilege in the organisation.

### Membership and Supporters

We continued to invest time and energy into developing our membership and supporter base in order to provide a greater source of untied income with which to deliver against our charitable objects. This also strengthens Wen's network helping to grow a movement of people who are passionate about intersectional feminism and the environment. A key part of this has been organising regular Wen Forum: *feminism and the environment in conversation* events. These events focus on a core Wen topic and feature speakers and panel discussions from a wide range of actors in the field, stalls and a networking reception (for in-person events). They have been an effective way to increase our profile and supporter base and our press coverage as well as develop new partnerships and wider networks. This year we took steps to improve our external communications with a particular focus on developing our social media profile and increasing our supporter base in order to increase our organisational profile. We further consolidated and developed our brand and website, and posted regular blogs as well as increasing our Twitter and Instagram followers.

The growth of our Environmenstrual Campaign, our Feminist Green New Deal and Just FACT programmes has continued to enable us to reach a much wider audience through social media and through the press. Our social media following has increased this year as a result. Increasing our supporter base continues to form a core part of our strategic priorities. We send out a monthly e-newsletter to supporters, as well as a local food newsletter for Tower Hamlets residents. Our list of supporters continues to grow, and we increased our supporters between 1st April 2022 and 31st March 2023 by the following amounts: · Instagram Wen followers: from: 6841 to 7420 · Instagram Environmenstrual followers from: 3986 to 4209 · Facebook followers: from: 4300 to 4400 · Twitter followers stayed the same at 6275 · Supporters (including Wen members): from 4252 to 4368. Wen remains extremely grateful for all the support and dedication it receives from members and supporters alike.

### STRUCTURE, GOVERNANCE, AND MANAGEMENT STRUCTURE

Wen comprises a Board of Trustees (as listed below), a national office and a community hub in London run by staff and volunteers, as well as a membership base of individuals and affiliated organisations. It has a number of ambassadors; prominent women prepared to lend their name to help raise the public profile of the organisation but who play no part in the direction of the Trust.

### Governance

We are very grateful to all of our trustees, past and present, for their energy and support. The trustees who served during the year and on the date the annual report was approved were:

Hirra Khan Adeogun (resigned May 2022)

Estelle Dehon (resigned March 2023)

Tracey Angela Pritchard (resigned July 2023)

Momtaz Ajid (Full name Momotaz Begum)

## The Women's Environmental Network Trust

### Trustees Report

Jenna Norman

Isabel Bull

Charlotte Millar

Monique Johnson (Chair - appointed July 2023)

Tallulah Staple (Treasurer - appointed July 2023)

Anupam Parashar (appointed July 2023)

It is the responsibility of the Board of Trustees to identify if additional skills are required on the board. Where this is the case, the board actively recruits new trustees, either through its own network or in appropriate journals and magazines. All new trustees receive a welcome pack, induction and do governance training. The trustees, in conjunction with key staff, continue to identify the main risks to which the charity is exposed.

#### Management

The staff team at Wen operates a consensus-based form of decision making to run the day-to-day running of the organisation, through a management team of two Co-Directors, four working groups and a Leadership Circle comprised of representative members of the Wen staff team. Management functions such as HR, finance oversight, strategy, communications and engagement, partnerships, campaigns and programmes and IT oversight are shared between the Co-Directors, Head of Operations role, Head of Programmes roles and the Leadership Circle.

A total of 10 regular volunteers supported our work throughout the year. Volunteers have always been absolutely vital to Wen's work. Wen is a hub for passionate and inspiring people, and staff, trustees and volunteers alike have much to contribute and learn from each other. We are continually grateful for all our volunteers' dedication, enthusiasm and inspiration.

#### FINANCIAL REVIEW

**Funding Sources** Wen is funded by grants, donations, programme delivery contracts, membership fees, and a small amount of income from sales of goods.

The Trustees of Wen are pleased to report another successful year of increase in revenue. Total Incoming Resources were £1,039,644 up 24% on the previous year (£839,474). Especially worth noting that self generated income rose to £40,195 from £4,145 the previous year through income for running training workshops and other educational work around climate change. In this continually difficult economic environment, the trustees are extremely grateful to all funders, members and donors. The increased revenue justifies the tireless work of the management team and staff in advancing the charitable objectives of the Trust.

**Financial strength** Our financial strength has fluctuated in the last few years, but Wen's financial position remains strong. Although Trustees are conscious of the fact that they need to increase the level of their free reserves they are satisfied with progress to date.

## The Women's Environmental Network Trust

### Trustees Report

**Reserves** Total Reserves at 31 March 2023 stand at £473,591, a 100% increase on the 2022 balance of £232,526. However Free reserves at the same date stand at £164,102 (£473,591 less restricted reserves of £309,489) which is a 62% growth on the previous year's figure of £100,987. The approved budget for 2023-24 has a level of operating costs of £832,000 (excluding payments to JustFACT partners). Required reserves, according to our own policy, of three months operating costs for the year ahead would be £208,000 so there remains a shortfall of £43,898. However the income in the 2023-24 budget is largely secured from existing grant agreements and the risk is therefore not as high as would first appear. Trustees will seek to increase the level of free reserves but consider the current position acceptable.

**Restricted fund in deficit** The real nappies has two parts, the vouchers and the programme. The vouchers are in surplus, but the programme is in deficit. This is an ongoing programme and the deficit has arisen as we have spent more than budget on publicity and events. This will be recouped in the next financial year.

**Risk Statement** The major risks facing the charity are that the trustee board is too small to support the strategy of development for Wen, loss of key staff, and the challenge of securing funding for our work. We continue to address these risks in the short and long term through:

- We have sought to recruit new board members and especially a new Treasurer and a new Chair. These have now taken up their positions, but this risk will continue to be monitored;
- Diversifying our income streams, reducing reliance on project funding, and increasing membership and donation income by raising our profile through exciting and relevant activities and campaigns; and
- Investing in staff training, HR and wellbeing, and conducting annual salary reviews to ensure that staff are being fairly remunerated for their work.

Trustees continue to monitor and take action to address organisational risks at each board meeting.

#### LOOKING AHEAD

##### Cost of Living Crisis

We envisage that the cost of living crisis will continue to have a significant impact on our funding and on our programmes and will particularly affect the communities we work with. Addressing the cost of living crisis alongside the climate and equality crises continues to be an intrinsic part of our work.

##### New 5 Year Strategy

We have developed a new 5-year strategic plan this year, which we will be launching in the autumn, to better reflect our vision, mission, values and programmes. Our new strategy aligns with the current challenges facing the UK of creating a green, fair and caring economy, especially in light of the cost of living, equality and climate crises. We will campaign for environmental, gender, racial and social justice to be at the centre of this economy and will work in solidarity with other organisations and movements working on systemic change in order to have a greater collective impact.

The broad areas for development over the next two years at the time of writing were as follows:

# **The Women's Environmental Network Trust**

## **Trustees Report**

### **Power and Privilege**

We are actively striving to be a truly intersectional feminist, inclusive and anti-racist organisation. We recognise that the environmental movement has not historically included an anti-racist or intersectional feminist analysis in its work. We want to play our part in changing this and helping to build a more inclusive and diverse environmental movement putting people of colour, women and marginalised groups at the centre, including LGBTQ+ and disabled people. We are in the process of doing this through internal change as an organisation, through all our programmes and campaigns and how we speak externally. Our Intersectional Feminist Working Group are leading this work within Wen and have developed an Action Plan, covering key areas around governance, recruitment, organisational culture and communications, which we are in the process of implementing.

### **Building financial resilience**

We will continue to diversify and strengthen our income streams to ensure financial sustainability. This will involve self-generated income and building our unrestricted income through sponsorship and donations. We will continue to focus on increasing our supporter base as well as developing major donors and company partnerships, in particular through the 1% for the Planet scheme.

**Building our brand** within our target audiences will help to build our profile and supporter base.

### **Extend our reach: partnerships and campaigns**

We will continue to build a wide network of partners and supporters who share our vision through a multi-faceted approach. The main avenues for this work will be the Feminist Green New Deal programme including the Climate Sisters Tower Hamlets & Hackney project, the Just Food & Climate Transition (Just FACT) programme, the Wen Forum, the Environmenstrual Campaign, the Real Nappies for London project, the Tower Hamlets Food Growing Network and Food Partnership.

We will also be delivering and developing our new Green Baby programme, raising awareness around toxic chemicals in baby and household products, having secured funding for this from Weleda, The Savitri Trust and Natracare. The project aims to create safe and healthy beginnings for pregnancy, babies and toddlers. We will do this through workshops with parents and health professionals, setting up a Green Baby Coalition to lobby the UK government around strong legislation to protect babies and parents' health, a social media campaign and holding a Wen Forum event next year.

We will aim to diversify the mainstream environmental movement by bringing a wider range of actors together to build a more inclusive and effective environmental movement. Our Climate Sisters Tower Hamlets & Hackney project in particular will be focusing on this, linking grassroots women with policy makers in the environmental and climate arena.

We will focus on championing an intersectional feminist approach. We will continue to increase our media presence through our communications strategy, including working with our ambassadors and further developing our social media profile. We will use our social media platforms to reach new audiences. These partnerships will help inform and guide our project and campaigning work over the coming years, within our key programme areas.

### **Internal systems & management**

We will continue to strengthen our HR, financial and IT systems to ensure that staff and volunteers are well supported in their work. We will regularly update our key policies, procedures and employee handbooks to ensure that Wen is meeting all of its obligations as an employer and charitable organisation.

## The Women's Environmental Network Trust

### Trustees Report

#### Developing programmes that combine local action with high impact change

This commitment to continue to link our campaigns with our local grassroots work transcends the boundaries of our programme areas. We aim to link our local work more explicitly to the climate crisis and how local action is key to addressing this. We hope to be able to expand our Climate Sisters project (currently focused in Tower Hamlets and Hackney in London) to other areas in the UK such as Manchester, other London boroughs and possibly Scotland.

We are also committed to continue to hold events outside of London in order to engage communities around the country in Wen's work. This has already been put into practice by holding a Wen Forum event in Manchester in July 2023 as well as delivering Feminist Green New Deal workshops across the UK.

We will continue to develop our programmes and campaigns this year including:

- Our Feminist Green New Deal UK programme
- Climate Sisters programme
- Just FACT - A Just Food and Climate Transition - in Tower Hamlets
- Environmenstrual Campaign
- Green Baby
- Our Nature for Wellbeing programme including the Soil Sisters project

#### Women's empowerment

We plan to seek further funding to develop our Climate Sisters' project: *Local Women of the World at the Climate Table*. The Climate Sisters project emerged out of the Feminist Green New Deal project. It engages marginalised women in a 12-week Feminist Climate Leadership programme. We want to support these women to amplify their voices and ensure that their priorities and concerns are central to the new green economy. We will continue to develop our feminist leadership model and will share our learning of this approach with interested organisations and researchers.

#### Climate Crisis

Through our Feminist Green New Deal UK project and campaign, we will continue to champion an intersectional feminist approach to the climate, cost of living and equality crises, especially in the lead up to the next general election in 2024. We will continue to advocate for a green, caring economy putting care and equality at the centre of Green New Deal plans and policies. We will continue to engage different audiences in this dialogue through our grassroots workshop programme, discussion papers and events. We plan to publish policy papers on: Reproductive Justice and the Climate Emergency, Gender and Toxic Chemicals and Food Justice.

We will seek further funding to develop our Climate Sisters' project: *Local Women of the World at the Climate Table* beyond London. We will continue to develop our *Why is Climate Justice a Feminist Issue?* blog series to showcase different voices.

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### **Food**

We will continue to develop our Just FACT - A Just Food and Climate Transition- programme over the next two years engaging local residents in Tower Hamlets through our ten partner organisations, enabling them to inform local food and climate policy and to take practical action towards a sustainable food system in the borough. We plan to distribute more onwards grants to community food justice activists and organisations in Tower Hamlets. We will continue to champion community food growing in Tower Hamlets and provide support, training and networking through the Tower Hamlets Food Growing Network. We will build upon and strengthen the Tower Hamlets Food Partnership, recruiting new steering group members, and linking the cost of living crisis with community food growing and health and well-being efforts in the borough.

#### **Health**

We will continue to promote and deliver nature based therapeutic health interventions. Through the Soil Sisters toolkit we will continue to share the learnings from this project and advocate for similar approaches and projects to be rolled out across refuges in the UK. We plan to further develop our Nature & Wellbeing programme area securing funding to take this work forward over the next five years, including seeking the continuation of our Soil Sisters project.

We plan to develop our Green Baby programme following the publication of our briefing 'Feathering your Nest: Safe and Healthy Beginnings for Pregnancy, Babies and Toddlers'. The briefing explores the harmful, toxic chemicals in baby products, clothes and furnishing and includes simple guides and tips of how to best avoid this.

#### **Waste**

We will continue to develop our Environmenstrual Campaign by expanding the Environmenstrual Coalition and the Environmenstrual Week of Action and organising the Wen Forum Environmenstrual Festival. This year we will be calling on the UK government to enact a Menstrual Health, Dignity and Sustainability Act which would consider the health and waste impacts of menstruation, equity and dignity, period poverty, education and regulation while also challenging existing stigma and taboos. We will continue to lobby the government around legislation to prevent companies using harmful chemicals in their period products and for transparency of the ingredients that are in these products.

On Environmenstrual Week of Action this year we will be launching our updated No Laughing Matter briefing on stress incontinence in order to break down the taboo of this topic and to start a debate on the role that reusables could play to address this.

We will expand the delivery of our Environmenstrual workshops to women, girls and people who menstruate on menstrual health in schools, universities, companies, community and women's centres, in particular working with local councils to deliver training to their residents through schools and social care settings. We will continue to develop our Environmenstrual Ambassador programme to enable Ambassadors to deliver workshops across the UK. In partnership with our Environmenstrual Coalition partners we will continue to lobby manufacturers to remove plastic and harmful chemicals from their products and urge retailers to stock more reusable and plastic-free and organic cotton disposable period products.

We plan to continue to champion cloth nappy use through our Real Nappies for London (RNfL) project, supporting parents to make the switch to reusable nappies. We hope to expand the RNfL project to work in more boroughs in London this year.

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### **Statement of Responsibilities**

The trustees (who are also the directors of The Women's Environmental Network Trust for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 can 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

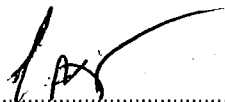
#### **Disclosure of information to auditor**

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

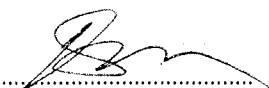
## The Women's Environmental Network Trust

### Trustees Report

Approved by the trustees of the charity on 14 November 2023 and signed on its behalf by:



Charlotte Miller  
Trustee



Monique Johnson  
Trustee

## **The Women's Environmental Network Trust**

### **Independent Auditor's Report to the Members of The Women's Environmental Network Trust**

#### **Opinion**

We have audited the financial statements of The Women's Environmental Network Trust (the 'charity') for the year ended 31 March 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Other matters**

The corresponding figures and comparative financial statements in the current year's financial statements were derived from the financial statements for the year ended 31 March 2022 which were not audited.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## **The Women's Environmental Network Trust**

### **Independent Auditor's Report to the Members of The Women's Environmental Network Trust**

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the Statement of Responsibilities (set out on page 13 and 14), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## **The Women's Environmental Network Trust**

### **Independent Auditor's Report to the Members of The Women's Environmental Network Trust**

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the management committee with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Companies Act 2006, and The Charities Act 2011.

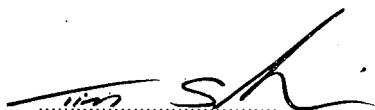
Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### **Use of our report**

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road  
Blackheath  
SE3 0RB

Date: 14/11/23

**The Women's Environmental Network Trust**

**Statement of Financial Activities for the Year Ended 31 March 2023**  
**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

|                                    | Note | Unrestricted<br>£ | Restricted<br>£  | Total<br>2023<br>£ | Unrestricted<br>£ | Restricted<br>£  | Total<br>2022<br>£ |
|------------------------------------|------|-------------------|------------------|--------------------|-------------------|------------------|--------------------|
| <b>Income and Endowments from:</b> |      |                   |                  |                    |                   |                  |                    |
| Donations and legacies             | 3    | 244,550           | 767,461          | 1,012,011          | 82,456            | 756,281          | 838,737            |
| Charitable activities              | 4    | 7,733             | 19,360           | 27,093             | 720               | -                | 720                |
| Investment income                  | 5    | -                 | 540              | 540                | 17                | -                | 17                 |
| <b>Total income</b>                |      | <b>252,283</b>    | <b>787,361</b>   | <b>1,039,644</b>   | <b>83,193</b>     | <b>756,281</b>   | <b>839,474</b>     |
| <b>Expenditure on:</b>             |      |                   |                  |                    |                   |                  |                    |
| Charitable activities              | 7    | (188,847)         | (609,732)        | (798,579)          | (50,130)          | (786,821)        | (836,951)          |
| <b>Total expenditure</b>           |      | <b>(188,847)</b>  | <b>(609,732)</b> | <b>(798,579)</b>   | <b>(50,130)</b>   | <b>(786,821)</b> | <b>(836,951)</b>   |
| <b>Net income/(expenditure)</b>    |      | <b>63,436</b>     | <b>177,629</b>   | <b>241,065</b>     | <b>33,063</b>     | <b>(30,540)</b>  | <b>2,523</b>       |
| Transfers between funds            |      | (321)             | 321              | -                  | -                 | -                | -                  |
| <b>Net movement in funds</b>       |      | <b>63,115</b>     | <b>177,950</b>   | <b>241,065</b>     | <b>33,063</b>     | <b>(30,540)</b>  | <b>2,523</b>       |
| <b>Reconciliation of funds</b>     |      |                   |                  |                    |                   |                  |                    |
| <b>Total funds brought forward</b> |      | <b>100,987</b>    | <b>131,539</b>   | <b>232,526</b>     | <b>67,924</b>     | <b>162,079</b>   | <b>230,003</b>     |
| <b>Total funds carried forward</b> | 16   | <b>164,102</b>    | <b>309,489</b>   | <b>473,591</b>     | <b>100,987</b>    | <b>131,539</b>   | <b>232,526</b>     |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 and 2022 is shown in note 16.

The notes on pages 21 to 34 form an integral part of these financial statements.

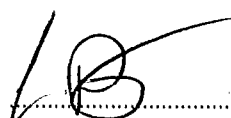
# The Women's Environmental Network Trust

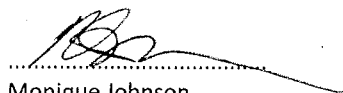
(Registration number: 02520522)

## Balance Sheet as at 31 March 2023

|                                                       | Note | 2023<br>£ | 2022<br>£ |
|-------------------------------------------------------|------|-----------|-----------|
| <b>Fixed assets</b>                                   |      |           |           |
| Tangible assets                                       | 12   | 2,886     | 2,903     |
| <b>Current assets</b>                                 |      |           |           |
| Debtors                                               | 13   | 59,612    | 59,209    |
| Cash at bank and in hand                              | 11   | 424,945   | 236,721   |
|                                                       |      | 484,557   | 295,930   |
| <b>Creditors: Amounts falling due within one year</b> | 14   | (13,852)  | (66,307)  |
| <b>Net current assets</b>                             |      | 470,705   | 229,623   |
| <b>Net assets</b>                                     |      | 473,591   | 232,526   |
| <b>Funds of the charity:</b>                          |      |           |           |
| <b>Restricted income funds</b>                        |      |           |           |
| Restricted funds                                      |      | 309,489   | 131,539   |
| <b>Unrestricted income funds</b>                      |      |           |           |
| Unrestricted funds                                    |      | 164,102   | 100,987   |
| <b>Total funds</b>                                    | 16   | 473,591   | 232,526   |

The financial statements on pages 18 to 34 were approved by the trustees, and authorised for issue on 14 November 2023 and signed on their behalf by:

  
 .....  
 Charlotte Miller  
 Trustee

  
 .....  
 Monique Johnson  
 Trustee

The notes on pages 21 to 34 form an integral part of these financial statements.

# The Women's Environmental Network Trust

## Statement of Cash Flows for the Year Ended 31 March 2023

|                                                      | Note | 2023<br>£             | 2022<br>£             |
|------------------------------------------------------|------|-----------------------|-----------------------|
| <b>Cash flows from operating activities</b>          |      |                       |                       |
| Net cash income                                      |      | 241,065               | 2,523                 |
| <b>Adjustments to cash flows from non-cash items</b> |      |                       |                       |
| Depreciation                                         |      | 1,031                 | 828                   |
| Investment income                                    | 5    | (540)                 | (17)                  |
|                                                      |      | <u>241,556</u>        | <u>3,334</u>          |
| <b>Working capital adjustments</b>                   |      |                       |                       |
| Increase in debtors                                  | 13   | (403)                 | (33,235)              |
| (Decrease)/increase in creditors                     | 14   | (45,455)              | 54,812                |
| (Decrease)/increase in deferred income               |      | <u>(7,000)</u>        | <u>7,000</u>          |
| Net cash flows from operating activities             |      | <u>188,698</u>        | <u>31,911</u>         |
| <b>Cash flows from investing activities</b>          |      |                       |                       |
| Interest receivable and similar income               | 5    | 540                   | 17                    |
| Purchase of tangible fixed assets                    | 12   | <u>(1,014)</u>        | <u>(2,099)</u>        |
| Net cash flows from investing activities             |      | <u>(474)</u>          | <u>(2,082)</u>        |
| Net increase in cash and cash equivalents            |      | 188,224               | 29,829                |
| Cash and cash equivalents at 1 April                 |      | <u>236,721</u>        | <u>206,892</u>        |
| Cash and cash equivalents at 31 March                |      | <u><u>424,945</u></u> | <u><u>236,721</u></u> |

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 21 to 34 form an integral part of these financial statements.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2023**

#### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ground Floor  
20 Club Row  
London  
E2 7EY

These financial statements were authorised for issue by the trustees on 14 November 2023.

#### **2 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

The Women's Environmental Network Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2023**

#### **Judgements and key sources of estimation uncertainty**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

#### **Income and endowments**

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

#### **Donations and legacies**

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### **Grants receivable**

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### **Deferred income**

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2023**

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Tangible fixed assets**

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| <b>Asset class</b>          | <b>Depreciation method and rate</b> |
|-----------------------------|-------------------------------------|
| Office equipment            | 5 year straight line                |
| Other tangible fixed assets | 5 year straight line                |

#### **Trade debtors**

Trade debtors are amounts due from funders for grants in the ordinary course of the charities activities.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2023

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated unrestricted funds are designated for the administration and outreach costs that need to be spent on publicity and staff time for the management and promotion of the incentive scheme.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

### 3 Income from donations and legacies

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|-----------------------------------|----------------------------|-----------------|--------------------|--------------------|
| Donations and legacies;           |                            |                 |                    |                    |
| Appeals and donations             | 15,014                     | -               | 15,014             | 19,405             |
| Gift aid reclaimed                | 1,336                      | -               | 1,336              | -                  |
| Grants, including capital grants; |                            |                 |                    |                    |
| Government grants                 | 60,488                     | 69,445          | 129,933            | 87,332             |
| Grants from other charities       | 160,519                    | 698,016         | 858,535            | 725,389            |
| Membership                        | 7,193                      | -               | 7,193              | 6,611              |
|                                   | <u>244,550</u>             | <u>767,461</u>  | <u>1,012,011</u>   | <u>838,737</u>     |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2023

#### Grants

|                                                  | 2023    | 2022    |
|--------------------------------------------------|---------|---------|
| Joseph Rowntree Charitable Trust                 | 70,494  | 58,563  |
| CARE International                               | -       | 5,000   |
| Ocean Regeneration                               | 5,000   | -       |
| City Bridge Trust - Local food project           | 17,675  | 28,290  |
| Big Lottery Fund                                 | -       | 61,069  |
| Women's Budget Group funded by Friends Provident | 68,295  | -       |
| Tower Hill Trust                                 | 5,701   | -       |
| M & G Community Fund                             | 4,000   | -       |
| The Veolia Environmental Trust                   | -       | 4,200   |
| Natracare                                        | 7,000   | 7,000   |
| RHS                                              | 10,000  | -       |
| Lankelly Chase Foundation                        | 52,250  | 63,000  |
| Friends Provident Foundation                     | -       | 58,339  |
| Polden Puckham Charitable Foundation             | 28,800  | -       |
| Soil Association                                 | 10,000  | 13,200  |
| The National Lottery                             | 530,189 | 407,812 |
| TotsBots (Bloom and Nora)                        | -       | 3,334   |
| University of Sussex                             | 45,281  | 15,582  |
| Other grants                                     | 3,850   | -       |
|                                                  | 858,535 | 725,389 |

#### 4 Income from charitable activities

|                  | Unrestricted |            | Total  | Total |
|------------------|--------------|------------|--------|-------|
|                  | General      | Restricted | 2023   | 2022  |
|                  | £            | £          | £      | £     |
| Consultancy fees | 50           | -          | 50     | (825) |
| Other income     | 7,683        | 19,360     | 27,043 | 1,545 |
|                  | 7,733        | 19,360     | 27,093 | 720   |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2023

#### 5 Investment income

|                                         | Restricted<br>funds<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|-----------------------------------------|--------------------------|--------------------|--------------------|
| Interest receivable and similar income; |                          |                    |                    |
| Interest receivable on bank deposits    | 540                      | 540                | 17                 |

#### 6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 7 Expenditure on charitable activities

|                                           | Note | Total<br>2023<br>£ | Total<br>2022<br>£ |
|-------------------------------------------|------|--------------------|--------------------|
| Freelance fees                            |      | 38,535             | 46,016             |
| Garden site set up                        |      | -                  | 10,021             |
| Equipment repairs and renewals            |      | 3,605              | 4,086              |
| Office expenses                           |      | 4,075              | -                  |
| Event expenses                            |      | 33,932             | 75,658             |
| Payments to partners                      |      | 149,732            | 155,308            |
| Reimbursement of reuseable nappy vouchers |      | 58,533             | 40,776             |
| Bad debts written off                     |      | -                  | 2,245              |
| Depreciation of office equipment          |      | 623                | 420                |
| Depreciation of other tangible            |      | 408                | 408                |
| Wages and salaries                        |      | 324,269            | 311,246            |
| Social security costs                     |      | 24,160             | 21,220             |
| Pension                                   |      | 12,990             | 11,402             |
| Other staff costs                         |      | (251)              | 5,597              |
| Support costs                             | 8    | 147,968            | 152,548            |
|                                           |      | <u>798,579</u>     | <u>836,951</u>     |

# The Women's Environmental Network Trust

## Notes to the Financial Statements for the Year Ended 31 March 2023

### 8 Analysis of support costs

#### Support costs

|                                            | Total<br>2023<br>£ | Total<br>2022<br>£ |
|--------------------------------------------|--------------------|--------------------|
| Staff costs                                |                    |                    |
| Wages and salaries                         | 77,478             | 69,033             |
| Social security costs                      | 4,736              | 3,422              |
| Pension costs                              | 2,951              | 2,216              |
| Travel and subsistence                     | 11,228             | 8,765              |
| Information and promotion                  | 18,009             | 12,928             |
| Staff training and recruitment             | 7,500              | 14,740             |
| Rent, rates and service charges            | 10,257             | 13,681             |
| Light, heat and power                      | (969)              | 1,734              |
| Telephone and broadband                    | 1,809              | 2,258              |
| Printing, postage and stationery           | 937                | 7,547              |
| Subscriptions                              | 177                | 570                |
| Accountancy                                | 693                | 701                |
| The audit of the charity's annual accounts | 6,900              | -                  |
| Independent examination                    | -                  | 3,152              |
| Legal and professional                     | 2,901              | 8,973              |
| Bank charges                               | 720                | 362                |
| Insurance                                  | 2,588              | 2,405              |
| Sundries                                   | 53                 | 61                 |
|                                            | <u>147,968</u>     | <u>152,548</u>     |

### 9 Staff costs

The aggregate payroll costs were as follows:

|                                   | 2023<br>£      | 2022<br>£      |
|-----------------------------------|----------------|----------------|
| Staff costs during the year were: |                |                |
| Wages and salaries                | 401,747        | 380,279        |
| Social security costs             | 28,896         | 24,642         |
| Pension costs                     | 15,941         | 13,618         |
| Other staff costs                 | (251)          | 5,597          |
|                                   | <u>446,333</u> | <u>424,136</u> |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2023

The monthly average number of persons (including senior management team) employed by the charity during the year expressed was as follows:

|                               | 2023<br>No | 2022<br>No |
|-------------------------------|------------|------------|
| Projects                      | 17         | 20         |
| Management and administration | 4          | 3          |
|                               | <u>21</u>  | <u>23</u>  |

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £102,990 (2022 - £82,949).

#### 10 Taxation

The charity is a registered charity and is therefore exempt from corporation tax under Part 11 of Corporation Taxes Act 2010 and its capital gains under section 257 of the Taxation of Chargeable Gains Act 1992.

#### 11 Cash and cash equivalents

|              | 2023<br>£      | 2022<br>£      |
|--------------|----------------|----------------|
| Cash on hand | 269            | 269            |
| Cash at bank | 424,676        | 236,452        |
|              | <u>424,945</u> | <u>236,721</u> |

# The Women's Environmental Network Trust

## Notes to the Financial Statements for the Year Ended 31 March 2023

### 12 Tangible fixed assets

|                       | Office<br>equipment<br>£ | Other tangible<br>fixed asset<br>£ | Total<br>£ |
|-----------------------|--------------------------|------------------------------------|------------|
| <b>Cost</b>           |                          |                                    |            |
| At 1 April 2022       | 2,099                    | 2,040                              | 4,139      |
| Additions             | 1,014                    | -                                  | 1,014      |
| At 31 March 2023      | 3,113                    | 2,040                              | 5,153      |
| <b>Depreciation</b>   |                          |                                    |            |
| At 1 April 2022       | 420                      | 816                                | 1,236      |
| Charge for the year   | 623                      | 408                                | 1,031      |
| At 31 March 2023      | 1,043                    | 1,224                              | 2,267      |
| <b>Net book value</b> |                          |                                    |            |
| At 31 March 2023      | 2,070                    | 816                                | 2,886      |
| At 31 March 2022      | 1,679                    | 1,224                              | 2,903      |

### 13 Debtors

|               | 2023<br>£ | 2022<br>£ |
|---------------|-----------|-----------|
| Trade debtors | 54,834    | 56,167    |
| Prepayments   | 3,369     | 1,885     |
| Other debtors | 1,409     | 1,157     |
|               | 59,612    | 59,209    |

### 14 Creditors: amounts falling due within one year

|                 | 2023<br>£ | 2022<br>£ |
|-----------------|-----------|-----------|
| Trade creditors | 6,741     | 55,925    |
| Accruals        | 7,111     | 3,382     |
| Deferred income | -         | 7,000     |
|                 | 13,852    | 66,307    |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2023

|                                        | 2023<br>£      | 2022<br>£    |
|----------------------------------------|----------------|--------------|
| Deferred income at 1 April 2022        | 7,000          | -            |
| Resources deferred in the period       | -              | 7,000        |
| Amounts released from previous periods | <u>(7,000)</u> | <u>-</u>     |
| Deferred income at year end            | <u>-</u>       | <u>7,000</u> |

#### 15 Related party transactions

The charitable company operates alongside The Womens Environmental Campaigns Limited. They share the same aims and objectives and have some directors in common, they also share the same premises and certain operating costs.

During the year the Charity paid for accountancy fees of £252 (2022: £228) on behalf of The Women's Environmental Campaigns Limited. At the year end £1,409 was owed to the Charity (2022: £1,157).

# The Women's Environmental Network Trust

## Notes to the Financial Statements for the Year Ended 31 March 2023

### 16 Funds

#### Current year figures

|                                                     | Balance at 1<br>April 2022<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£ | Balance at<br>31 March<br>2023<br>£ |
|-----------------------------------------------------|---------------------------------|----------------------------|----------------------------|----------------|-------------------------------------|
| <b>Unrestricted</b>                                 |                                 |                            |                            |                |                                     |
| <i>General</i>                                      |                                 |                            |                            |                |                                     |
| General Funds                                       | 99,248                          | 191,795                    | (160,501)                  | (321)          | 130,221                             |
| Reuseable Nappies Voucher Scheme                    | 1,739                           | 60,488                     | (28,346)                   | -              | 33,881                              |
|                                                     | <u>100,987</u>                  | <u>252,283</u>             | <u>(188,847)</u>           | <u>(321)</u>   | <u>164,102</u>                      |
| <b>Restricted</b>                                   |                                 |                            |                            |                |                                     |
| Climate Action Fund                                 | 28,437                          | 486,218                    | (321,662)                  | -              | 192,993                             |
| Reuseable Nappies Voucher Scheme                    | (514)                           | 39,050                     | (40,620)                   | -              | (2,084)                             |
| Soil Sisters                                        | 35,117                          | 13,000                     | (35,850)                   | -              | 12,267                              |
| Enviromenstrual                                     | 1,489                           | 38,995                     | (23,953)                   | -              | 16,531                              |
| WEN Forum                                           | 3,646                           | 33,222                     | (12,456)                   | -              | 24,412                              |
| Local Food Project                                  | 30,709                          | 56,325                     | (46,497)                   | -              | 40,537                              |
| Feminist Green New Deal                             | 27,943                          | 72,727                     | (92,793)                   | -              | 7,877                               |
| Forum Sponsors                                      | 5,033                           | -                          | (4,156)                    | -              | 877                                 |
| The Veolia Environmental Trust - St Leonards Priory | (321)                           | -                          | -                          | 321            | -                                   |
| Food Lives                                          | -                               | 37,824                     | (23,223)                   | -              | 14,601                              |
| Climate Sisters                                     | -                               | 10,000                     | (8,522)                    | -              | 1,478                               |
|                                                     | <u>131,539</u>                  | <u>787,361</u>             | <u>(609,732)</u>           | <u>321</u>     | <u>309,489</u>                      |
| <b>Total funds</b>                                  | <u>232,526</u>                  | <u>1,039,644</u>           | <u>(798,579)</u>           | <u>-</u>       | <u>473,591</u>                      |

The project to develop St Leonards Priory garden was completed with a slight overspend. As there are no further funds available from the funder, Veolia, the charity has transferred a sum from General Reserves to cover the deficit.

# The Women's Environmental Network Trust

## Notes to the Financial Statements for the Year Ended 31 March 2023

### Prior year comparative

|                                  | Balance at 1<br>April 2021<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£ | Balance at<br>31 March<br>2022<br>£ |
|----------------------------------|---------------------------------|----------------------------|----------------------------|----------------|-------------------------------------|
| <b>Unrestricted</b>              |                                 |                            |                            |                |                                     |
| <i>General</i>                   |                                 |                            |                            |                |                                     |
| General Funds                    | 67,924                          | 37,375                     | (6,051)                    | -              | 99,248                              |
| Reuseable Nappies Voucher Scheme | -                               | 45,818                     | (44,079)                   | -              | 1,739                               |
|                                  | <u>67,924</u>                   | <u>83,193</u>              | <u>(50,130)</u>            | <u>-</u>       | <u>100,987</u>                      |
| <b>Restricted</b>                |                                 |                            |                            |                |                                     |
| Climate Action Fund              | 48,690                          | 351,731                    | (371,984)                  | -              | 28,437                              |
| Capacity building                | -                               | 40,262                     | (40,776)                   | -              | (514)                               |
| Soil Sisters                     | 7,256                           | 51,699                     | (23,838)                   | -              | 35,117                              |
| Week of Action                   | 59                              | -                          | (59)                       | -              | -                                   |
| Woman 2 Woman                    | -                               | 30,238                     | (33,926)                   | 5,177          | 1,489                               |
| Live Well Programme              | 2,975                           | -                          | (2,975)                    | -              | -                                   |
| WEN Forum                        | 2,037                           | 10,574                     | (8,965)                    | -              | 3,646                               |
| Local Food Project               | 24,739                          | 64,675                     | (58,705)                   | -              | 30,709                              |
| Campaigning                      | 33,082                          | 115,629                    | (115,591)                  | (5,177)        | 27,943                              |
| Forum Sponsors                   | 5,033                           | -                          | -                          | -              | 5,033                               |
| Core Management                  | 35,653                          | 87,273                     | (122,926)                  | -              | -                                   |
| Contracted Project               | 2,555                           | 4,200                      | (7,076)                    | -              | (321)                               |
|                                  | <u>162,079</u>                  | <u>756,281</u>             | <u>(786,821)</u>           | <u>-</u>       | <u>131,539</u>                      |
| <b>Total funds</b>               | <u>230,003</u>                  | <u>839,474</u>             | <u>(836,951)</u>           | <u>-</u>       | <u>232,526</u>                      |

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2023**

The specific purposes for which the funds are to be applied are as follows:

**Climate Action Fund** - This is funding from the National Lottery for Just FACT (Just Food and Climate Transition), our 5 year partnership programme aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London.

**Reusable Nappies Voucher** - This is funding from London Waste Authorities and Local Authorities towards our Real Nappies for London voucher incentive scheme which estimates a proposed 1,145 tonnes of single-use nappy waste in London was diverted from waste and landfill, saving Local Authorities an estimated £106,485 in Incineration with energy recovery costs.

**Soil Sisters** - This supports recovery and development of vulnerable women in traumatic transitions within women's refuge settings. It is the first of its kind in the UK to establish a network of groups interested in developing social and therapeutic horticulture (STH) or green care. Working with partner organizations Ashiana Network and Hestia the project delivers a year round programme of weekly sessions in East London, it runs a conference that disseminates learning and promotes the use of nature based wellbeing and health interventions. It publishes research focusing on the importance of STH for women in crisis or refuges. This project had been on hold as a result of Covid, the Reaching Communities funding extending till March 2022.

**Week of Action** - This holds funds from either individuals or sponsors towards our week of action on the environment.

**Enviromenstrual** - Supported by Natracare, Bloom and Nora, and The Joseph Rowntree Charitable Trust, our Environmenstrual programme aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches. Our Environmenstrual Ambassadors programme continues to contribute to, and receive funding from this fund.

**Live Well Programme** - This is designed to support healthier lifestyles and community cohesion through gardening and cooking. It seeks to continually attract new participants and spread the message and skills for living well through lifelong learning. Funding for this project ended in July 2021.

**WEN forum** - Quarterly symposium featuring key note speakers dissecting and discussing topics of the moment. It seeks to educate, inform, inspire and does not shy away from controversy. The WEN Forum is funded by sponsors and grants from The Joseph Rowntree Charitable Trust.

**Local Food Project** - Manages Tower Hamlets Food Partnerships with its aims to create a local food system that allows everyone access to healthy and sustainable food. It is a collaboration engaging all who have a role in local food production. From residents, community organisations, schools, businesses and the council. The fund covers the Food Growing Network's quarterly gatherings and the work of the Partnership and is funded by City Bridge Trust, Food Power, Soil Association, University of Sussex.

**Feminist Green New Deal (FemGND)** - This fund has received money from Friends Provident, Lankelly Chase Charitable Foundation, The Joseph Rowntree Charitable Trust, and Polden Puckham Charitable Foundation, in support of our activities in response to the climate crisis including drafting a number of policy papers and attending COP26 in Glasgow.

**Forum Sponsors** - Funds from sponsors of our Wen Forum programme to be used in 2020/21.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2023

Core management - This represents restricted funds received specifically for organisational, and strategic development, including staff wellbeing and training. It has been spent on strengthening WEN's processes, IT, and systems, and developing our leadership structure.

The Veolia Environmental Trust - This fund related specifically to our work developing the community garden at St Leonards Priory.

Food Lives - This fund contains Grants from University of Sussex to cover research conducted by WEN in Tower Hamlets on the subject "Transforming the UK food system for healthy people and a healthy environment - Co-production of healthy, sustainable food systems for disadvantaged communities"

Climate Sisters - The Climate Sisters 'Local Women of the World at the Climate Table' project aims to make systemic change by amplifying marginalised women's voices in climate justice debates and in the transition to a low-carbon economy. This 3 year project aims to engage women from Tower Hamlets and Hackney through a participatory climate leadership programme.

#### 17 Analysis of net assets between funds

##### Current year figures

|                       | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|-----------------------|----------------------------|-----------------|------------------|
| Tangible fixed assets | 2,886                      | -               | 2,886            |
| Current assets        | 175,068                    | 309,489         | 484,557          |
| Current liabilities   | (13,852)                   | -               | (13,852)         |
| Total net assets      | <u>164,102</u>             | <u>309,489</u>  | <u>473,591</u>   |

##### Prior year comparative

|                       | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|-----------------------|----------------------------|-----------------|------------------|
| Tangible fixed assets | 2,903                      | -               | 2,903            |
| Current assets        | 164,391                    | 131,539         | 295,930          |
| Current liabilities   | (66,307)                   | -               | (66,307)         |
| Total net assets      | <u>100,987</u>             | <u>131,539</u>  | <u>232,526</u>   |

**THE WOMEN'S ENVIRONMENTAL NETWORK TRUST**

England & Wales - Charity number 1010397

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# Accounts

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Company registration number: 02520522

Charity registration number: 1010397

# The Women's Environmental Network Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

**The Women's Environmental Network Trust**

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**The Women's Environmental Network Trust**

**Reference and Administrative Details**

|                                    |                                                   |
|------------------------------------|---------------------------------------------------|
| <b>Trustees</b>                    | Estelle Dehon                                     |
|                                    | Tracey Pritchard                                  |
|                                    | Charlotte Miller                                  |
|                                    | Jenna Norman                                      |
|                                    | Isabel Bull                                       |
|                                    | Momotaz Begum                                     |
| <b>Charity Registration Number</b> | 1010397                                           |
| <b>Company Registration Number</b> | 02520522                                          |
| <b>Registered Office</b>           | The charity is incorporated in England and Wales. |
|                                    | Ground Floor                                      |
|                                    | 20 Club Row                                       |
|                                    | London                                            |
|                                    | E2 7EY                                            |
| <b>Independent Examiner</b>        | Field Sullivan Limited                            |
|                                    | 9 Hare & Billet Road                              |
|                                    | Blackheath                                        |
|                                    | SE3 0RB                                           |
| <b>Bankers</b>                     | The Co-Operative Bank Plc                         |
|                                    | Central Commercial Branch                         |
|                                    | P.O. Box 250                                      |
|                                    | Skelmersdale                                      |
|                                    | WN8 6WT                                           |

## The Women's Environmental Network Trust

### Trustees Report

The Trustees present their report and the financial statements for the year ended 31 March 2022. This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum & Articles of Association.

#### VISION AND MISSION STATEMENT

Wen's vision is a world where we have achieved environmental, gender, racial and social justice.

Wen's mission is to make the connections between women, health, equality and the environment.

We want:

- To inspire and empower women to take action for a healthier planet
- Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
- Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour

*Wen's vision is a world where we have achieved environmental, gender, racial and social justice.*

#### **Our current strategic aims (2018-2023) are:**

1. Inspire and empower more women to take-action for a healthier planet
2. Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
3. Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour

Grow a strong and healthy organisation by reinvigorating our core messages, raising our profile, strengthening our internal systems, and embedding our values.

#### PRINCIPAL ACTIVITIES

Wen engages in activities that fall under the banners of health, climate change, waste, food and women's empowerment. However, our work aims to highlight the interconnectedness of all these programme areas, as well as that of human health and that of the planet.

A defining characteristic of Wen is our unique approach which is grounded in meaningful local action and projects that engage diverse women and communities in shaping high impact campaigning and policy focused work. Across our programmes, we mobilise through participatory approaches and a focus on strong movement building.

**Health:** We raise awareness and provide information to individuals, other organisations, and media on a number of health-related matters such as harmful chemicals and plastic in mainstream single-use period products, healthy homes, and safe cosmetics. Women and the wider public look to Wen as a trusted source of information on subjects not covered by mainstream environmental organisations. We also promote and deliver nature based therapeutic health interventions in East London where the Wen office is based.

**Climate change:** We provide workshops on the gendered aspects of climate change, and advocate for making gender, racial and social equality central to policies for decarbonising our economy. We take an intersectional feminist approach to the climate crisis exploring how our patriarchal racist capitalist system is both a driver and cause of the climate crisis. We also advocate for women's involvement in decision making at all levels, especially marginalised women and women of colour.

## The Women's Environmental Network Trust

### Trustees Report

**Waste:** We raise awareness of the environmental impacts of single-use period products and nappies, with a particular focus on the plastic and chemical pollution caused by these. We deliver workshops in schools, universities and community and women's centres to enable people to make a properly informed choice about which period products to use. We also lobby menstrual product manufacturers to remove the harmful chemicals and plastic from their products.

**Food:** We run practical workshops and events on organic food growing, raise awareness about the health and environmental benefits of local and organic food, and support community gardens with advice, training, networking and access to corporate volunteers. We also seek strategic, borough-wide and nation-wide interventions for a more sustainable food system.

**Women's Empowerment:** Wen plays a vital role in amplifying women's voices in the environmental sector but also in providing an 'incubator' for female environmental leaders through our participatory approach to volunteering and community engagement. Our feminist leadership model of sharing management functions non-hierarchically between two Co-Directors and through our Leadership Circle structure that continues to enhance this approach.

#### PRIORITIES AND ACHIEVEMENTS IN 2021-2022

In 2021-2022 our priorities were:

Programmes and campaigns:

- Strengthen our multi-faceted approach across Wen's work, concentrating on three key approaches in our theory of change:
  - supporting local action
  - mobilising ideas and feminist leadership
  - creating local and national campaigns delivered through networks and coalitions
- Deliver innovative, high impact and radical programmes including:
  - Feminist Green New Deal and Climate Sisters projects mobilising for COP26
  - The Just Food and Climate Transition (Just FACT) partnership programme funded by the Climate Action Fund
- Strengthen and develop our current programmes and campaigns including:
  - Environmenstrual Campaign, continuing to strengthen our online Week of Action
  - Tower Hamlets Food Growers Network - championing and supporting food growing in the borough
  - Tower Hamlets Food Partnership - creating a fairer, healthier and more sustainable food system
- Raise our profile and celebrate impact, harnessing the opportunities created by increasing our profile through social media and online events
- Strengthen our internal systems, including developing new policies and processes to better support our staff

The Covid-19 pandemic continued to impact Wen's work this year.

Thanks to a small team of dedicated staff and several committed volunteers, Wen has undertaken a wide range of activities to further its priorities this year:

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### ACTIVITIES

Our work can include

- education (by way of workshops, talks, training programmes, and community events),
- research and information (leaflets, guides and reports)
- policy work and campaigning (through partnerships with other organisations in our key programme areas) and
- building networks and coalitions.

The activities carried out for the public benefit by the charity can be broadly categorised as follows below.

#### **Health**

Our flagship 'Soil Sisters' project delivered therapeutic horticulture to four women's refuges in East London working in partnership with The Ashiana Network and Hestia who provide support and accommodation for women escaping domestic violence. Funded by the National Lottery Reaching Communities fund, the project co-designs productive gardens on site and delivers year-round health and well-being sessions with women at the refuges. Our therapeutic gardeners ran a range of activities with residents including building raised beds with power tools, garden mural painting, bird box making, tree planting, and cooking with homegrown produce. The project has been extended for a further 18 months as we were not able to deliver sessions in the earlier part of the year due to the pandemic.

#### **Climate Crisis**

A key highlight of this year was going to COP26 in Glasgow championing our Feminist Green New Deal which puts the needs and priorities of women, people of colour and marginalised groups at the heart of all climate policy and action and advocates for a care-led green recovery from our multiple crises. This joint project with the Women's Budget Group (WBG), is unique in joining up grassroots engagement with policy work.

Wen supported four women's and community groups from across the UK working with marginalised women to come to COP26 as part of the Feminist Green New Deal and Climate Sisters project. These were: Support and Action for Women's Network (SAWN) from Greater Manchester, Communities Engage & Thrive from Birmingham, Leaders in Community (LIC) from East London, Glasgow Climate Sisters coordinated by Zarina Ahmad. Our Climate Sisters project worked with two groups of women, in Glasgow and in Greater Manchester (SAWN), on a Feminist Climate Leadership course in the lead up to COP26. As part of this project the women developed their own creative pieces to convey their thoughts, feelings and ideas about the climate crisis to share with policy makers and the general public. These pieces were showcased at the Climate Sisters Conference at COP26 and at our Feminist Green New Deal fringe event in Glasgow asking 'Why do we need a Feminist Approach to the Climate Crisis?'

Wen had a stand in the Green Zone at COP26 where we showcased our Feminist Green New Deal project asking people for their feminist visions for a green, safe and fair world. Wen was part of the Women & Gender Constituency's advocacy group in the lead up and during COP where we amplified a joint message around Feminist Climate Justice working in solidarity with women's and feminist organisations from the Global South and Global North.

As part of the project we have published five policy papers this year with the Women's Budget Group on: 'Feminist Green New Deal Draft RoadMap', 'Inclusive & Green Transport', 'Rethinking Housing Supply & Demand', 'Revitalising Local Communities' and 'A Shorter Working Week as Part of a Green Caring Economy'.

We continued to develop our Why is Climate Justice a Feminist Issue? blog series to showcase different voices.

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### **Waste**

We continued to develop our Environmenstrual Campaign this year. The campaign aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches.

This year we launched a new campaign calling for greater transparency and regulations for ALL period products. We have been working with Natracare in 2021 and jointly wrote an open letter to the UK government, which has to date been signed by 17 other organisations and had some very positive responses from an MP and the Department of Environment, Food and Rural Affairs (DEFRA) to address regulation for all period products. We also launched a petition on change.org. In October we convened the fourth Environmenstrual Week with an online panel event alongside other online events. It was great to see the conversations around periods, health and the environment amplified across social media.

Our Environmenstrual Ambassadors continued to deliver online Environmenstrual workshops during the year due to the pandemic and because many participants preferred the convenience of this format. This enabled us to reach a wider audience and extend our reach throughout the UK. We also expanded our Environmenstrual Coalition made up of over 60 organisations, reusable and plastic-free menstrual companies and activists.

Real Nappies for London (RNfL) came back to Wen this year. Wen originally set up RNfL back in 2007. In the same year that the UN Life Cycle Initiative endorsed reusable nappy use, Wen took back the Real Nappies for London scheme as an addition to its campaigns team.

Between 1st Jan - 30th Nov 2021, Real Nappies for London estimates a proposed 1,145 tonnes of single-use nappy waste in London was diverted from waste, saving Local Authorities an estimated £106,485 in Incineration with energy recovery costs (based on £93/tonne gate fee, excludes haulage costs).

The scheme carried out 50 outreach events this year varying from online reusable nappy demonstrations to online support sessions and in-person nappy demonstrations to 'Reusable Nappy Meet and Give & Take' events where parents can pass on no longer needed reusable nappies, baby clothes and maternity wear for free. We have received interest and active engagement from other London Boroughs to participate with the voucher incentive scheme helping to support Real Nappies for London widen its reach to engage more families to use reusable nappies. We took part in Reusable Nappy Week in April 2021.

#### **Food**

In July we were delighted to officially launch Just FACT (Just Food and Climate Transition), a 5 year partnership programme aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London. Wen is the lead organisation working in partnership with ten local partners, including Platform, supporting community-led solutions for a sustainable and socially just urban food system. Funded by the National Lottery Climate Action Fund, the programme seeks to build community power and amplify voices that don't normally get heard to radically re-shape the local food system. Although the project is local to Tower Hamlets, it will be designing a model that can be used in other urban areas and amplified through the national and international good food movements that Wen are part of.

The Just FACT programme includes funding for Wen to develop the community space at Limborough House (in Mile End in Tower Hamlets, London) into a thriving food hub for local residents on the Burdett Estate, in partnership with Poplar Harca housing association and local partners. Limborough Food Hub, comprising a community garden, greenhouse, kitchen and workshop space in Mile End, is becoming an active community space, with plans to run regular cooking and growing workshops through the coming year. The Food Store, a pantry for residents and the wider community located at the Limborough Food Hub, is open every week.

## **The Women's Environmental Network Trust**

### **Trustees Report**

We continued to develop and strengthen the Tower Hamlets Food Partnership this year. The Partnership, which is part of the Sustainable Food Places Network, works with the local council, Public Health and community organisations to develop strategic interventions for a better food system in the borough. Through the Tower Hamlets Food Partnership and our Just FACT programme, which Wen is coordinating, we are championing sustainable food policies and addressing food poverty in the borough.

This year the Partnership was awarded a Sustainable Food Places Bronze Award. The award recognises and celebrates the work of the partnership, which is collectively achieving significant, systemic change on a range of key food issues. We were also pleased that Tower Hamlets Council was one of the first to sign the Glasgow Food and Climate Declaration at COP26, showing leadership on linking its food system to the climate emergency.

We continued to build the Tower Hamlets Food Growers Network which remains a brilliant example of a thriving and active community network of food growers. It is a vital part of our local work helping to engage and mobilise a diverse audience for Wen's work. Our popular seasonal gatherings bring people together from across the borough to learn about food growing, with workshops, talks, stalls, a shared community lunch and tour of local community gardens. We continued this year with our Keep Growing campaign, supporting people to grow their own food. Our online growing resources and cooking videos continue to be a great resource for local residents and others. Although this area of work continued to be affected by the pandemic, we were able to run a number of in person activities and online events, including a popular webinar on increasing access to land for growing in urban areas.

This year also saw the launch of FoodSEqual - a new 5-year research programme funded by UKRI and led by the University of Reading. As part of FoodSEqual, Wen has joined a partnership of universities, community groups and organisations working alongside local communities to create a better food environment. As part of this project, Wen and University of Sussex are running a new community research programme on the St George's Estate, Shadwell (in Tower Hamlets, London), exploring the role food plays in people's lives and the importance of history, culture and heritage to our food habits. The University of Sussex has a track record in research on food and sustainability. The project held two events on the St George's Estate this year, along with an 8 week food photography course with Mindful Photo Lab, celebrating mindfulness and art to improve wellbeing and community connection.

#### **Women's Empowerment**

Our Wen Forum events continue to explore issues around feminism and the environment. We held three events this year on the following topics:

- November 2021 - 'Why do we need a Feminist Approach to the Climate Crisis?' - Held at COP26 in Glasgow (in-person event)
  - November 2021 - Climate Sisters Conference - Held at COP26 in Glasgow
  - October 2021 - Environmenstrual Festival - focus on harmful chemicals in period products (online event)
- We have continued to develop our 'Why's Climate Justice a Feminist Issue?' blog series featuring a diverse range of contributors.

Our new feminist leadership structure aims to build the confidence and skills of Wen team members, allowing greater participation in organisational decision-making.

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### **Campaigning and Policy**

As well as our policy and campaign work through the Feminist Green New Deal, Just FACT and the Tower Hamlets Food Partnership, Wen campaigned for more just and sustainable food systems through our membership of the Sustainable Food Cities, the UK Food Group, Sustain and the Capital Growth Working Party. We are members of the Gender and Development Network (GADN) and their Gender and Climate Advocacy Group as well as the Women & Gender Constituency part of the UNFCCC. We are also part of the Feminist Green New Deal Coalition convened by WEDO (Women's Environment & Development Organisation) and are a signatory to their Feminist Green New Deal Set of Principles. Our Environmenstrual Campaign is lobbying mainstream period product manufacturers to remove the plastic and harmful chemicals in their products and to list all the materials used on their products. We are calling for legislation for transparency to require companies to disclose this information.

#### **Organisational Capacity Building**

We continue to refine our feminist leadership structure sharing responsibility among two Co-Directors, four working groups and a Leadership Circle. We are proud to be trailblazing a feminist leadership model, challenging traditional power structures and inviting staff to co-design our ways of working. Our new working group structure involves members from across the Wen staff team in order to encourage greater participation around decision-making and to address imbalances in power and privilege in the organisation.

#### **Membership and Supporters**

We continued to invest time and energy into developing our membership and supporter base in order to provide a greater source of untied income with which to deliver against our charitable objects. This also strengthens Wen's network helping to grow a movement of people who are passionate about intersectional feminism and the environment.

A key part of this has been organising regular Wen Forum: feminism and the environment in conversation events. These events focus on a core Wen topic and feature speakers and panel discussions from a wide range of actors in the field, stalls and a networking reception (for in-person events). They have been an effective way to increase our profile and supporter base and our press coverage as well as develop new partnerships and wider networks.

This year we took steps to improve our external communications with a particular focus on developing our social media profile and increasing our supporter base in order to increase our organisational profile. We further consolidated and developed our new brand and website, and posted regular blogs as well as increasing our Twitter and Instagram followers. The growth of our Environmenstrual Campaign and launching our Feminist Green New Deal and Just FACT programmes has continued to enable us to reach a much wider audience through social media and through the press. Our social media following has increased this year as a result.

Increasing our membership base continues to form a core part of our strategic priorities. We send out a monthly e-newsletter to supporters and a quarterly e-newsletter to members, as well as a local food newsletter for Tower Hamlets residents. Our list of supporters continues to grow, and we increased our supporters between 1st April 2021 and 31st March 2022 by the following amounts:

- Instagram Wen followers: from: 5694 to 6841
- Instagram Environmenstrual followers from: 3773 to 3986
- Facebook followers: from: 4059 to 4300
- Twitter followers: from: 5762 to 6275
- Supporters (including Wen members): from 3493 to 4252

Wen remains extremely grateful for all the support and dedication it receives from members and supporters alike.

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### STRUCTURE, GOVERNANCE, AND MANAGEMENT STRUCTURE

Wen comprises a Board of Trustees (as listed below), a national office and a community hub in London run by staff and volunteers, as well as a membership base of individuals and affiliated organisations. It has a number of ambassadors; prominent women prepared to lend their name to help raise the public profile of the organisation but who play no part in the direction of the Trust.

#### **Governance**

We are very grateful to all of our trustees, past and present, for their energy and support. The trustees who served during the year and on the date the annual report was approved were:

Hirra Khan Adeogun- resigned May 2022  
Hilary Vick - resigned October 2021  
Estelle Dehon  
Tracey Angela Pritchard  
Momtaz Ajid (Full name Momotaz Begum)  
Jenna Norman  
Isabel Bull  
Charlotte Millar

It is the responsibility of the Board of Trustees to identify if additional skills are required on the board. Where this is the case, the board actively recruits new trustees, either through its own network or in appropriate journals and magazines. All new trustees receive a welcome pack, induction and do governance training.

The trustees, in conjunction with key staff, continue to identify the main risks to which the charity is exposed.

#### **Management**

The staff team at Wen operates a consensus-based form of decision making to run the day-to-day running of the organisation, through a management team of two Co-Directors, four working groups and a Leadership Circle comprised of representative members of the Wen staff team. Management functions such as HR, finance oversight, strategy, communications and engagement, partnerships, campaigns and programmes and IT oversight are shared between the Co-Directors, Head of Operations role, and the Leadership Circle.

A total of 11 regular volunteers supported our work throughout the year. Volunteers have always been absolutely vital to Wen's work. Wen is a hub for passionate and inspiring people, and staff, trustees and volunteers alike have much to contribute and learn from each other. We are continually grateful for all our volunteers' dedication, enthusiasm and inspiration.

#### FINANCIAL REVIEW

##### **Funding Sources**

Wen is funded by grants, donations, programme delivery contracts, membership fees, and a small amount of income from sales of goods.

The Trustees of Wen are pleased to report another successful year of increase in revenue. Total Incoming Resources were £839,474 up 80% on the previous year (£467,491).

Especially worth noting that:

- grant funding grew 87% to £812,721 from £435,361

## **The Women's Environmental Network Trust**

### **Trustees Report**

In this continually difficult economic environment, the trustees are extremely grateful to all funders, members and donors. The increased revenue justifies the tireless work of the management team and staff in advancing the charitable objectives of the Trust.

#### **Financial strength**

Our financial strength has fluctuated in the last few years, but Wen's financial position remains strong. Although Trustees are conscious of the fact that they need to increase the level of their free reserves

#### **Reserves**

Total Reserves at 31 March 2022 stand at £232,526, a 1% increase on the 2021 balance of £230,003. However Free reserves at the same date stand at £100,987 (£232,586 less restricted reserves of £131,539) which is a 48% growth on the previous year's figure of £67,924. The approved budget for 2022-23 has a level of operating costs of £749,894 (excluding payments to JustFACT partners).

Required reserves, according to our own policy, of three months operating costs for the year ahead would be £187,473 so there remains a shortfall of £86,486. However the income in the 2022-23 budget is largely secured from existing grant agreements and the risk is therefore not as high as would first appear. Trustees will seek to increase the level of free reserves but consider the current position acceptable.

#### **Risk Statement**

The major risks facing the charity are the Covid-19 pandemic, loss of key staff, and the challenge of securing funding for our work. We continue to address these risks in the short and long term through: monitoring changes to Government guidance on Covid-19 and updating our risk assessments and procedures; diversifying our income streams, reducing reliance on project funding, and increasing membership and donation income by raising our profile through exciting and relevant activities and campaigns; investing in staff training, HR and wellbeing, and conducting annual salary reviews to ensure that staff are being fairly remunerated for their work.

Trustees continue to monitor and take action to address organisational risks at each board meeting.

#### **LOOKING AHEAD**

##### **Cost of Living Crisis**

We envisage that the cost of living crisis will have a significant impact on our funding and on our programmes and will particularly affect the communities we work with. Addressing the cost of living crisis alongside the climate and equality crises will be an intrinsic part of our work.

##### **Strategy Refresh**

We are in the process of refreshing our 5-year strategic plan this year to better reflect our vision, mission, values and programmes. We want to ensure that it aligns with the current challenges facing the UK of creating a green, fair and caring economy, especially in light of the cost of living, equality and climate crises. We will campaign for environmental, gender, racial and social justice to be at the centre of this economy.

The broad areas for development over the next two years at the time of writing were as follows:

## **The Women's Environmental Network Trust**

### **Trustees Report**

#### **Power and Privilege**

We are actively striving to be a truly intersectional feminist, inclusive and anti-racist organisation. We recognise that the environmental movement has not historically included an anti-racist analysis in its work. We want to play our part in changing this and helping to build a more inclusive and diverse environmental movement putting people of colour, women and marginalised groups at the centre. We are in the process of doing this through internal change as an organisation, through all our programmes and campaigns and how we speak externally. Our Intersectional Feminist Working Group are leading this work within Wen and have developed an Action Plan, covering key areas around governance, recruitment, organisational culture and communications, which we are in the process of implementing.

#### **Building financial resilience**

We will continue to diversify and strengthen our income streams to ensure financial sustainability. This will involve self-generated income and building our unrestricted income through sponsorship and donations. We will continue to focus on increasing our membership and supporter base as well as developing a Giving Club for major donors. Building our brand within our target audiences will help to build our profile and supporter base.

#### **Extend our reach: partnerships and campaigns**

We will continue to build a wide network of partners, supporters and members who share our vision through a multi-faceted approach. The main avenues for this work will be the Feminist Green New Deal programme including the Climate Sisters project, the Just FACT programme, the Wen Forum, the Environmenstrual Campaign, the Real Nappies for London project, the Tower Hamlets Food Growing Network and Food Partnership. We also plan to develop our Green Baby and Nature for Wellbeing programme areas this year. We will aim to diversify the mainstream environmental movement by bringing a wider range of actors together to build a more inclusive and effective environmental movement. We will focus on championing an intersectional feminist approach.

We will continue to increase our media presence through our communications strategy, including working with our ambassadors and further developing our social media profile. We will use our social media platforms to reach new audiences. These partnerships will help inform and guide our project and campaigning work over the coming years, within our key programme areas.

#### **Internal systems & management**

We will continue to strengthen our HR, financial and IT systems to ensure that staff and volunteers are well supported in their work. We will update our key policies, procedures and employee handbooks to ensure that Wen is meeting all of its obligations as an employer and charitable organisation.

#### **Developing programmes that combine local action with high impact change**

This commitment to continue to link our campaigns with our local grassroots work transcends the boundaries of our programme areas. We aim to link our local work more explicitly to the climate crisis and how local action is key to addressing this. We are also committed to continue to hold events outside of London in order to engage communities around the country in Wen's work. This has already been put into practice by holding Wen Forum events in Glasgow as well as delivering Feminist Green New Deal workshops across the UK. We are planning to hold Wen Forum events in Manchester, Birmingham, Glasgow and other cities in the next two years.

## The Women's Environmental Network Trust

### Trustees Report

We will continue to develop our programmes and campaigns this year including:

- Our Feminist Green New Deal UK programme including our Climate Sisters' project
- Just FACT - A Just Food and Climate Transition - in Tower Hamlets
- Environmenstrual Campaign
- Green Baby
- Our Nature for Wellbeing programme including the Soil Sisters project

#### ***Women's empowerment***

We plan to seek further funding to develop our Climate Sisters' project: Local Women of the World at the Climate Table. The Climate Sisters project is part of the Feminist Green New Deal project engaging marginalised women around the UK in a 10-week Feminist Climate Leadership programme. We want to support these women to amplify their voices and ensure that their priorities and concerns are central to the new green economy. We will continue to develop our feminist leadership model and will share our learning of this approach with interested organisations and researchers.

#### ***Climate Crisis***

Through our **Feminist Green New Deal UK** project and campaign, we will continue to champion an intersectional feminist approach to the climate crisis post COP26 and in the Covid recovery and transition to a green economy. We will continue to advocate for a green, caring economy putting care and equality at the centre of Green New Deal plans and policies. We will continue to engage different audiences in this dialogue through our grassroots workshop programme, our roundtable series, discussion papers and a series of high-profile events, working with our project partner the Women's Budget Group. We will seek further funding to develop our **Climate Sisters' project: Local Women of the World at the Climate Table**. The Climate Sisters project is part of the Feminist Green New Deal project engaging marginalised women around the UK in a 10-week Feminist Climate Leadership programme.

We will continue to develop our *Why is Climate Justice a Feminist Issue?* blog series to showcase different voices.

#### ***Food***

We will continue to develop our **Just FACT - A Just Food and Climate Transition-** programme over the next two years engaging local residents in Tower Hamlets through our ten partner organisations, enabling them to inform local food and climate policy and to take practical action towards a sustainable food system in the borough.

We will continue to champion community food growing in Tower Hamlets and provide support, training and networking through the **Tower Hamlets Food Growing Network**. We will build upon and strengthen the **Tower Hamlets Food Partnership**, recruiting new steering group members, and linking the cost of living crisis with community food growing and health and well-being efforts in the borough.

#### ***Health***

We will continue to promote and deliver nature based therapeutic health interventions. Key learning from our Soil Sisters project will be shared with other organisations and networks working in this arena with the production of a practical toolkit and guide. We plan to further develop our Nature & Wellbeing programme area securing funding to take this work forward over the next five years, including seeking the continuation of our Soil Sisters project.

## The Women's Environmental Network Trust

### Trustees Report

We plan to develop and launch our Green Baby programme following the publication of our briefing 'Feathering your Nest: Safe and Healthy Beginnings for Pregnancy, Babies and Toddlers'. The briefing explores the harmful, toxic chemicals in baby products, clothes and furnishing and includes simple guides and tips of how to best avoid this. We will be developing a grassroots workshop programme to disseminate information about this and to engage a wide range of parents, carers and health professionals on this topic. We hope to be able to secure funding to also lobby the government around legislation to protect people from these harmful chemicals.

#### **Waste**

We will further develop our Environmenstrual Campaign by expanding the Environmenstrual Coalition and the Environmenstrual Week of Action and organising the Wen Forum Environmenstrual Festival. This year we are updating our No Laughing Matter briefing on stress incontinence in order to break down the taboo of this topic and to start a debate on the role that reusables could play to address this.

We will expand the delivery of our Environmenstrual workshops to women, girls and people who menstruate on menstrual health in schools, universities, companies, community and women's centres, in particular working with local councils to deliver training to their residents through schools and social care settings. We will continue to develop our Environmenstrual Ambassador programme to enable Ambassadors to deliver workshops across the UK. In partnership with our Environmenstrual Coalition partners we will continue to lobby manufacturers to remove plastic and harmful chemicals from their products and urge retailers to stock more reusable and plastic-free and organic cotton disposable period products. We will continue to lobby the government around legislation to prevent companies using harmful chemicals in their period products and for transparency of the ingredients that are in these products.

#### **Statement of Responsibilities**

The trustees (who are also the directors of The Women's Environmental Network Trust for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

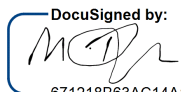
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

## The Women's Environmental Network Trust

### Trustees Report

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 16 December 2022 and signed on its behalf by:

DocuSigned by:  


.....671218B63AC14A1...  
Charlotte Miller Momotaz Begum  
Trustee

## **The Women's Environmental Network Trust**

### **Independent Examiner's Report to the trustees of The Women's Environmental Network Trust ('the Company')**

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of The Women's Environmental Network Trust ('the charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. 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 this 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, for this report, or for the opinions I have formed.

#### **Responsibilities and basis of report**

As the trustees of charitable company you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ('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 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

#### **Independent examiner's statement**

Since the charitable 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 a member of ICAEW, which is one of the listed bodies.

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

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair view which is not a matter considered as part of an independent examination; or

## **The Women's Environmental Network Trust**

### **Independent Examiner's Report to the trustees of The Women's Environmental Network Trust ('the Company')**

- the financial statements 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 financial statements to be reached.

.....  
**Timothy Sullivan FCA**  
ICAEW  
Field Sullivan Limited  
70 Royal Hill  
London  
SE10 8RF

16 December 2022

## The Women's Environmental Network Trust

### Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

|                                    | Note | Unrestricted<br>£     | Restricted<br>£       | Total<br>2022<br>£    | Unrestricted<br>£    | Restricted<br>£       | Total<br>2021<br>£    |
|------------------------------------|------|-----------------------|-----------------------|-----------------------|----------------------|-----------------------|-----------------------|
| <b>Income and Endowments from:</b> |      |                       |                       |                       |                      |                       |                       |
| Donations and legacies             | 3    | 82,456                | 756,281               | 838,737               | 85,502               | 372,916               | 458,418               |
| Charitable activities              | 4    | 720                   | -                     | 720                   | 7,229                | 1,844                 | 9,073                 |
| Investment income                  | 5    | 17                    | -                     | 17                    | -                    | -                     | -                     |
| Total income                       |      | <u>83,193</u>         | <u>756,281</u>        | <u>839,474</u>        | <u>92,731</u>        | <u>374,760</u>        | <u>467,491</u>        |
| <b>Expenditure on:</b>             |      |                       |                       |                       |                      |                       |                       |
| Charitable activities              | 7    | <u>(50,130)</u>       | <u>(786,821)</u>      | <u>(836,951)</u>      | <u>(93,727)</u>      | <u>(299,196)</u>      | <u>(392,923)</u>      |
| Total expenditure                  |      | <u>(50,130)</u>       | <u>(786,821)</u>      | <u>(836,951)</u>      | <u>(93,727)</u>      | <u>(299,196)</u>      | <u>(392,923)</u>      |
| Net movement in funds              |      | 33,063                | (30,540)              | 2,523                 | (996)                | 75,564                | 74,568                |
| <b>Reconciliation of funds</b>     |      |                       |                       |                       |                      |                       |                       |
| Total funds brought forward        |      | <u>67,924</u>         | <u>162,079</u>        | <u>230,003</u>        | <u>68,920</u>        | <u>86,515</u>         | <u>155,435</u>        |
| Total funds carried forward        | 16   | <u><u>100,987</u></u> | <u><u>131,539</u></u> | <u><u>232,526</u></u> | <u><u>67,924</u></u> | <u><u>162,079</u></u> | <u><u>230,003</u></u> |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 16.

The notes on pages 19 to 32 form an integral part of these financial statements.

# The Women's Environmental Network Trust

(Registration number: 02520522)  
Balance Sheet as at 31 March 2022

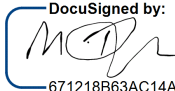
|                                                       | Note | 2022<br>£       | 2021<br>£      |
|-------------------------------------------------------|------|-----------------|----------------|
| <b>Fixed assets</b>                                   |      |                 |                |
| Tangible assets                                       | 12   | 2,903           | 1,632          |
| <b>Current assets</b>                                 |      |                 |                |
| Debtors                                               | 13   | 59,209          | 25,974         |
| Cash at bank and in hand                              | 11   | <u>236,721</u>  | <u>206,892</u> |
|                                                       |      | 295,930         | 232,866        |
| <b>Creditors: Amounts falling due within one year</b> | 14   | <u>(66,307)</u> | <u>(4,495)</u> |
| <b>Net current assets</b>                             |      | <u>229,623</u>  | <u>228,371</u> |
| <b>Net assets</b>                                     |      | <u>232,526</u>  | <u>230,003</u> |
| <b>Funds of the charity:</b>                          |      |                 |                |
| <b>Restricted income funds</b>                        |      |                 |                |
| Restricted funds                                      |      | 131,539         | 162,079        |
| <b>Unrestricted income funds</b>                      |      |                 |                |
| Unrestricted funds                                    |      | <u>100,987</u>  | <u>67,924</u>  |
| <b>Total funds</b>                                    | 16   | <u>232,526</u>  | <u>230,003</u> |

For the financial year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

## Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 16 to 32 were approved by the trustees, and authorised for issue on 16 December 2022 and signed on their behalf by:

DocuSigned by:  
  
 .....671218B63AC14A1.....  
 Charlotte Miller Momotaz Begum  
 Trustee

The notes on pages 19 to 32 form an integral part of these financial statements.

## The Women's Environmental Network Trust

### Statement of Cash Flows for the Year Ended 31 March 2022

|                                                      | Note | 2022<br>£             | 2021<br>£             |
|------------------------------------------------------|------|-----------------------|-----------------------|
| <b>Cash flows from operating activities</b>          |      |                       |                       |
| Net cash income                                      |      | 2,523                 | 74,568                |
| <b>Adjustments to cash flows from non-cash items</b> |      |                       |                       |
| Depreciation                                         |      | 828                   | 408                   |
| Investment income                                    | 5    | <u>(17)</u>           | <u>-</u>              |
|                                                      |      | 3,334                 | 74,976                |
| <b>Working capital adjustments</b>                   |      |                       |                       |
| Increase in debtors                                  | 13   | (33,235)              | (10,269)              |
| Increase/(decrease) in creditors                     | 14   | 54,812                | (20,458)              |
| Increase/(decrease) in deferred income               |      | <u>7,000</u>          | <u>(9,340)</u>        |
| Net cash flows from operating activities             |      | <u>31,911</u>         | <u>34,909</u>         |
| <b>Cash flows from investing activities</b>          |      |                       |                       |
| Interest receivable and similar income               | 5    | 17                    | -                     |
| Purchase of tangible fixed assets                    | 12   | <u>(2,099)</u>        | <u>(2,040)</u>        |
| Net cash flows from investing activities             |      | <u>(2,082)</u>        | <u>(2,040)</u>        |
| Net increase in cash and cash equivalents            |      | 29,829                | 32,869                |
| Cash and cash equivalents at 1 April                 |      | <u>206,892</u>        | <u>174,023</u>        |
| Cash and cash equivalents at 31 March                |      | <u><u>236,721</u></u> | <u><u>206,892</u></u> |

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 19 to 32 form an integral part of these financial statements.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2022**

#### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ground Floor  
20 Club Row  
London  
E2 7EY

These financial statements were authorised for issue by the trustees on 16 December 2022.

#### **2 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

The Women's Environmental Network Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2022**

#### **Judgements and key sources of estimation uncertainty**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

#### **Income and endowments**

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

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### ***Investment income***

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2022**

#### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Tangible fixed assets**

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

#### Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

- 1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);
- 2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
- 3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

### 3 Income from donations and legacies

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|-----------------------------------|----------------------------|-----------------|--------------------|--------------------|
| Donations and legacies;           |                            |                 |                    |                    |
| Appeals and donations             | 19,405                     | -               | 19,405             | 16,722             |
| Grants, including capital grants; |                            |                 |                    |                    |
| Government grants                 | 47,070                     | 40,262          | 87,332             | 31,067             |
| Grants from other charities       | 9,370                      | 716,019         | 725,389            | 404,294            |
| Membership                        | 6,611                      | -               | 6,611              | 6,335              |
|                                   | 82,456                     | 756,281         | 838,737            | 458,418            |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### Grants

|                                                     | 2022    | 2021    |
|-----------------------------------------------------|---------|---------|
| Joseph Rowntree Charitable Trust                    | 58,563  | 42,616  |
| CARE International                                  | 5,000   | -       |
| Waitrose & Partners Plan Plastic (Environmenstrual) | -       | 15,540  |
| City Bridge Trust - Local food project              | 28,290  | 46,590  |
| The Tedworth Charitable Trust                       | -       | 6,500   |
| Big Lottery Fund                                    | 61,069  | -       |
| East End Community Foundation                       | -       | 3,000   |
| Tower Hill Trust                                    | -       | 11,500  |
| Wakefield & Tetley Trust                            | -       | 5,001   |
| The Veolia Environmental Trust                      | 4,200   | -       |
| Food Power                                          | -       | 25,440  |
| Natracare                                           | 7,000   | 7,000   |
| Other                                               | -       | 2,525   |
| Lankelly Chase Foundation                           | 63,000  | 30,000  |
| Friends Provident Foundation                        | 58,339  |         |
| Polden Puckham Charitable Foundation                | -       | 14,400  |
| Soil Association                                    | 13,200  | 5,000   |
| The National Lottery                                | 407,812 | 181,255 |
| TotsBots (Bloom and Nora)                           | 3,334   | 6,667   |
| University of Sussex                                | 15,582  | -       |
| University of Bristol                               | -       | 1,260   |
|                                                     | 725,389 | 404,294 |
|                                                     | 725,389 | 404,294 |

#### 4 Income from charitable activities

|                  | Unrestricted |       |       |
|------------------|--------------|-------|-------|
|                  | General      | Total | Total |
|                  | £            | 2022  | 2021  |
|                  |              | £     | £     |
| Consultancy fees | (825)        | (825) | 3,500 |
| Other income     | 1,545        | 1,545 | 5,573 |
|                  | 720          | 720   | 9,073 |
|                  | 720          | 720   | 9,073 |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### 5 Investment income

|                                         | Unrestricted<br>funds<br>General<br>£ | Total<br>funds<br>£ |
|-----------------------------------------|---------------------------------------|---------------------|
| Interest receivable and similar income; |                                       |                     |
| Interest receivable on bank deposits    | 17                                    | 17                  |
| <b>Total for 2022</b>                   | <b>17</b>                             | <b>17</b>           |

#### 6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

#### 7 Expenditure on charitable activities

|                                           | Note | Total<br>2022<br>£ | Total<br>2021<br>£ |
|-------------------------------------------|------|--------------------|--------------------|
| Freelance fees                            |      | 46,016             | 6,153              |
| Garden site set up                        |      | 10,021             | 2,559              |
| Equipment repairs and renewals            |      | 4,086              | 4,032              |
| Event expenses                            |      | 75,658             | 75,968             |
| Payments to partners                      |      | 155,308            | -                  |
| Reimbursement of reuseable nappy vouchers |      | 40,776             | -                  |
| Bad debts written off                     |      | 2,245              | -                  |
| Depreciation of office equipment          |      | 420                | -                  |
| Depreciation of other tangible            |      | 408                | 408                |
| Wages and salaries                        |      | 311,246            | 199,583            |
| Social security costs                     |      | 21,220             | 9,505              |
| Pension                                   |      | 11,402             | 6,391              |
| Other staff costs                         |      | 5,597              | 322                |
| Support costs                             | 8    | 152,548            | 88,002             |
|                                           |      | <b>836,951</b>     | <b>392,923</b>     |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### 8 Analysis of governance and support costs

##### Support costs

|                                  | Total<br>2022<br>£ | Total<br>2021<br>£ |
|----------------------------------|--------------------|--------------------|
| Staff costs                      |                    |                    |
| Wages and salaries               | 69,033             | 44,540             |
| Social security costs            | 3,422              | 2,084              |
| Pension costs                    | 2,216              | 1,508              |
| Travel and subsistence           | 8,765              | 122                |
| Information and promotion        | 12,928             | 350                |
| Staff training and recruitment   | 14,740             | 3,566              |
| Rent, rates and service charges  | 13,681             | 11,734             |
| Light, heat and power            | 1,734              | 1,332              |
| Telephone and broadband          | 2,258              | 1,359              |
| Printing, postage and stationery | 7,547              | 3,354              |
| Subscriptions                    | 570                | 908                |
| Accountancy                      | 701                | 625                |
| Independent examination          | 3,152              | 2,500              |
| Legal and professional           | 8,973              | 10,585             |
| Bank charges                     | 362                | 263                |
| Insurance                        | 2,405              | 2,254              |
| Sundries                         | 61                 | 918                |
|                                  | <u>152,548</u>     | <u>88,002</u>      |

#### 9 Staff costs

The aggregate payroll costs were as follows:

|                                          | 2022<br>£      | 2021<br>£      |
|------------------------------------------|----------------|----------------|
| <b>Staff costs during the year were:</b> |                |                |
| Wages and salaries                       | 380,279        | 244,123        |
| Social security costs                    | 24,642         | 11,589         |
| Pension costs                            | 13,618         | 7,899          |
| Other staff costs                        | 5,597          | 322            |
|                                          | <u>424,136</u> | <u>263,933</u> |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

The monthly average number of persons (including senior management team) employed by the charity during the year expressed was as follows:

|                               | 2022<br>No | 2021<br>No |
|-------------------------------|------------|------------|
| Projects                      | 20         | 18         |
| Management and administration | 3          | 2          |
|                               | <u>23</u>  | <u>20</u>  |

No employee received emoluments of more than £60,000 during the year.

#### 10 Taxation

The charity is a registered charity and is therefore exempt from corporation tax under Part 11 of Corporation Taxes Act 2010 and its capital gains under section 257 of the Taxation of Chargeable Gains Act 1992.

#### 11 Cash and cash equivalents

|              | 2022<br>£      | 2021<br>£      |
|--------------|----------------|----------------|
| Cash on hand | 269            | 288            |
| Cash at bank | 236,452        | 206,604        |
|              | <u>236,721</u> | <u>206,892</u> |

#### 12 Tangible fixed assets

|                       | Office<br>equipment<br>£ | Other tangible<br>fixed asset<br>£ | Total<br>£   |
|-----------------------|--------------------------|------------------------------------|--------------|
| <b>Cost</b>           |                          |                                    |              |
| At 1 April 2021       | -                        | 2,040                              | 2,040        |
| Additions             | 2,099                    | -                                  | 2,099        |
|                       | <u>2,099</u>             | <u>2,040</u>                       | <u>4,139</u> |
| At 31 March 2022      | 2,099                    | 2,040                              | 4,139        |
| <b>Depreciation</b>   |                          |                                    |              |
| At 1 April 2021       | -                        | 408                                | 408          |
| Charge for the year   | 420                      | 408                                | 828          |
|                       | <u>420</u>               | <u>816</u>                         | <u>1,236</u> |
| At 31 March 2022      | 420                      | 816                                | 1,236        |
| <b>Net book value</b> |                          |                                    |              |
| At 31 March 2022      | <u>1,679</u>             | <u>1,224</u>                       | <u>2,903</u> |
| At 31 March 2021      | <u>-</u>                 | <u>1,632</u>                       | <u>1,632</u> |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### 13 Debtors

|                | 2022<br>£     | 2021<br>£     |
|----------------|---------------|---------------|
| Trade debtors  | 56,167        | 18,319        |
| Prepayments    | 1,885         | 2,015         |
| Accrued income | -             | 1,013         |
| Other debtors  | 1,157         | 4,627         |
|                | <u>59,209</u> | <u>25,974</u> |

#### 14 Creditors: amounts falling due within one year

|                 | 2022<br>£     | 2021<br>£    |
|-----------------|---------------|--------------|
| Trade creditors | 55,925        | 1,811        |
| Accruals        | 3,382         | 2,684        |
| Deferred income | 7,000         | -            |
|                 | <u>66,307</u> | <u>4,495</u> |

#### 15 Related party transactions

The charitable company operates alongside The Womens Environmental Campaigns Limited. They share the same aims and objectives and have some directors in common, they also share the same premises and certain operating costs.

During the year the Charity paid for accountancy fees of £228 (2021: £222) on behalf of The Women's Environmental Campaigns Limited. At the year end £1,157 was owed to the Charity (2021: £865).

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### 16 Funds

##### Current year figures

|                                                     | Balance at 1<br>April 2021<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£ | Balance at<br>31 March<br>2022<br>£ |
|-----------------------------------------------------|---------------------------------|----------------------------|----------------------------|----------------|-------------------------------------|
| <b>Unrestricted</b>                                 |                                 |                            |                            |                |                                     |
| <i>General</i>                                      |                                 |                            |                            |                |                                     |
| General Funds                                       | 67,924                          | 37,375                     | (6,550)                    | -              | 98,749                              |
| Reuseable Nappies Voucher Scheme                    | -                               | 45,818                     | (44,079)                   | -              | 1,739                               |
|                                                     | <u>67,924</u>                   | <u>83,193</u>              | <u>(50,629)</u>            | <u>-</u>       | <u>100,488</u>                      |
| <b>Restricted</b>                                   |                                 |                            |                            |                |                                     |
| Climate Action Fund                                 | 48,690                          | 351,731                    | (371,984)                  | -              | 28,437                              |
| Reuseable Nappies Voucher Scheme                    | -                               | 40,262                     | (40,776)                   | -              | (514)                               |
| Soil Sisters                                        | 7,256                           | 51,699                     | (23,838)                   | -              | 35,117                              |
| Week of Action                                      | 59                              | -                          | (59)                       | -              | -                                   |
| Enviromenstrual                                     | -                               | 30,238                     | (33,926)                   | 5,177          | 1,489                               |
| Live Well Programme                                 | 2,975                           | -                          | (2,975)                    | -              | -                                   |
| WEN Forum                                           | 2,037                           | 10,574                     | (8,965)                    | -              | 3,646                               |
| Local Food Project                                  | 24,739                          | 64,675                     | (58,705)                   | -              | 30,709                              |
| Feminist Green New Deal                             | 33,082                          | 115,629                    | (115,591)                  | (5,177)        | 27,943                              |
| Forum Sponsors                                      | 5,033                           | -                          | -                          | -              | 5,033                               |
| Core Management                                     | 35,653                          | 87,273                     | (122,926)                  | -              | -                                   |
| The Veolia Environmental Trust - St Leonards Priory | 2,555                           | 4,200                      | (7,076)                    | -              | (321)                               |
|                                                     | <u>162,079</u>                  | <u>756,281</u>             | <u>(786,821)</u>           | <u>-</u>       | <u>131,539</u>                      |
| <b>Total funds</b>                                  | <u>230,003</u>                  | <u>839,474</u>             | <u>(837,450)</u>           | <u>-</u>       | <u>232,027</u>                      |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

#### Prior year comparative

|                       | Balance at 1<br>April 2020<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Balance at 31<br>March 2021<br>£ |
|-----------------------|---------------------------------|----------------------------|----------------------------|----------------------------------|
| <b>Unrestricted</b>   |                                 |                            |                            |                                  |
| <i><b>General</b></i> |                                 |                            |                            |                                  |
| General Funds         | 68,920                          | 92,731                     | (93,727)                   | 67,924                           |
| <b>Restricted</b>     |                                 |                            |                            |                                  |
| Climate Action Fund   | -                               | 168,087                    | (119,397)                  | 48,690                           |
| Soil Sisters          | 20,230                          | -                          | (12,974)                   | 7,256                            |
| Week of Action        | -                               | 74                         | (15)                       | 59                               |
| Live Well Programme   | 9,789                           | 2,400                      | (9,214)                    | 2,975                            |
| WEN Forum             | 2,713                           | 6,034                      | (6,710)                    | 2,037                            |
| Local Food Project    | 6,907                           | 90,739                     | (72,907)                   | 24,739                           |
| Campaigning           | 1,943                           | 59,528                     | (28,389)                   | 33,082                           |
| Air eQuality          | 4,068                           | -                          | (4,068)                    | -                                |
| Waitrose              | 18,192                          | 13,483                     | (31,675)                   | -                                |
| Forum Sponsors        | 4,018                           | 3,155                      | (2,140)                    | 5,033                            |
| Core Management       | 12,000                          | 31,260                     | (7,607)                    | 35,653                           |
| Contracted Project    | 6,655                           | -                          | (4,100)                    | 2,555                            |
|                       | <u>86,515</u>                   | <u>374,760</u>             | <u>(299,196)</u>           | <u>162,079</u>                   |
| <b>Total funds</b>    | <u>155,435</u>                  | <u>467,491</u>             | <u>(392,923)</u>           | <u>230,003</u>                   |

There has been a transfer of 5,177 from Feminist Green New Deal to Enviromenstrual as these two project have previously been classified together 'Campaigning'. The amount, from the 33,082, which relates to Enviromenstrual totals 5,177.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2022**

The specific purposes for which the funds are to be applied are as follows:

Climate Action Fund - This is funding from the National Lottery for Just FACT (Just Food and Climate Transition), our 5 year partnership programme aimed at creating a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London.

Reusable Nappies Voucher - This is funding from London Waste Authorities and Local Authorities towards our Real Nappies for London voucher incentive scheme which estimates a proposed 1,145 tonnes of single-use nappy waste in London was diverted from waste and landfill, saving Local Authorities an estimated £106,485 in Incineration with energy recovery costs.

Soil Sisters - This supports recovery and development of vulnerable women in traumatic transitions within women's refuge settings. It is the first of its kind in the UK to establish a network of groups interested in developing social and therapeutic horticulture (STH) or green care. Working with partner organizations Ashiana Network and Hestia the project delivers a year round programme of weekly sessions in East London, it runs a conference that disseminates learning and promotes the use of nature based wellbeing and health interventions. It publishes research focusing on the importance of STH for women in crisis or refuges. This project had been on hold as a result of Covid, the Reaching Communities funding extending till March 2022.

Week of Action - This holds funds from either individuals or sponsors towards our week of action on the environment.

Enviromenstrual - Supported by Natracare, Bloom and Nora, and The Joseph Rowntree Charitable Trust, our Environmenstrual programme aims to raise awareness of the plastic and harmful chemicals in mainstream single-use period products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of single-use period products so that they don't end up in our rivers, seas and beaches. Our Environmenstrual Ambassadors programme continues to contribute to, and receive funding from this fund.

Live Well Programme - This is designed to support healthier lifestyles and community cohesion through gardening and cooking. It seeks to continually attract new participants and spread the message and skills for living well through lifelong learning. Funding for this project ended in July 2021.

WEN forum - Quarterly symposium featuring key note speakers dissecting and discussing topics of the moment. It seeks to educate, inform, inspire and does not shy away from controversy. The WEN Forum is funded by sponsors and grants from The Joseph Rowntree Charitable Trust.

Local Food Project - Manages Tower Hamlets Food Partnerships with its aims to create a local food system that allows everyone access to healthy and sustainable food. It is a collaboration engaging all who have a role in local food production. From residents, community organisations, schools, businesses and the council. The fund covers the Food Growing Network's quarterly gatherings and the work of the Partnership and is funded by City Bridge Trust, Food Power, Soil Association, University of Sussex.

Feminist Green New Deal (FemGND) - This fund has received money from Friends Provident, Lankelly Chase Charitable Foundation, The Joseph Rowntree Charitable Trust, and Polden Puckham Charitable Foundation, in support of our activities in response to the climate crisis including drafting a number of policy papers and attending COP26 in Glasgow.

Forum Sponsors - Funds from sponsors of our Wen Forum programme to be used in 2020/21.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2022

Core management - This represents restricted funds received specifically for organisational, and strategic development, including staff wellbeing and training. It has been spent on strengthening WEN's processes, IT, and systems, and developing our leadership structure.

The Veolia Environmental Trust - This fund related specifically to our work developing the community garden at St Leonards Priory.

#### 17 Analysis of net assets between funds

##### Current year figures

|                       | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|-----------------------|----------------------------|-----------------|------------------|
| Tangible fixed assets | 2,903                      | -               | 2,903            |
| Current assets        | 164,391                    | 131,539         | 295,930          |
| Current liabilities   | (66,307)                   | -               | (66,307)         |
| Total net assets      | <u>100,987</u>             | <u>131,539</u>  | <u>232,526</u>   |

##### Prior year comparative

|                       | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|-----------------------|----------------------------|-----------------|------------------|
| Tangible fixed assets | 1,632                      | -               | 1,632            |
| Current assets        | 70,787                     | 162,079         | 232,866          |
| Current liabilities   | (4,495)                    | -               | (4,495)          |
| Total net assets      | <u>67,924</u>              | <u>162,079</u>  | <u>230,003</u>   |

**THE WOMEN'S ENVIRONMENTAL NETWORK TRUST**

England & Wales - Charity number 1010397

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# Accounts

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Company registration number: 02520522

Charity registration number: 1010397

# The Women's Environmental Network Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2021

Field Sullivan Limited  
70 Royal Hill  
Greenwich  
London  
SE10 8RF

## **The Women's Environmental Network Trust**

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**The Women's Environmental Network Trust**

**Reference and Administrative Details**

|                                    |                                                   |
|------------------------------------|---------------------------------------------------|
| <b>Trustees</b>                    | Hirra Adeogun                                     |
|                                    | Estelle Dehon                                     |
|                                    | Tracey Pritchard                                  |
| <b>Charity Registration Number</b> | 1010397                                           |
| <b>Company Registration Number</b> | 02520522                                          |
| <b>Registered Office</b>           | The charity is incorporated in England and Wales. |
|                                    | Ground Floor                                      |
|                                    | 20 Club Row                                       |
|                                    | London<br>E2 7EY                                  |
| <b>Independent Examiner</b>        | Field Sullivan Limited                            |
|                                    | 70 Royal Hill                                     |
|                                    | Greenwich                                         |
|                                    | London<br>SE10 8RF                                |
| <b>Bankers</b>                     | The Co-Operative Bank Plc                         |
|                                    | Central Commercial Branch                         |
|                                    | P.O. Box 250                                      |
|                                    | Skelmersdale<br>WN8 6WT                           |

## The Women's Environmental Network Trust

### Trustees' Report

The Trustees present their report and the financial statements for the year ended 31 March 2021. This is a directors' report required by s417 of the Companies Act 2006 and all trustees are directors. The financial statements comply with current statutory requirements and the requirements of the Memorandum & Articles of Association.

#### MISSION STATEMENT

Wen's mission is to make the connections between women, health, equality, and the environment.

We want:

- To inspire and empower women to take action for a healthier planet
- Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
- Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour

*Wen's vision is a world where we have achieved environmental, gender, racial and social justice.*

**Our current strategic aims (2018-2023) are:**

1. Inspire and empower more women to take action for a healthier planet
2. Tackle the environmental concerns that are closest to women's health and everyday lives, and connect these to national and global movements for change
3. Diversify the environmental sector by bringing more women's voices into the environmental mainstream, particularly marginalised women and women of colour

Grow a strong and healthy organisation by reinvigorating our core messages, raising our profile, strengthening our internal systems, and embedding our values.

#### PRINCIPAL ACTIVITIES

In setting out our programme of activities each year, we have regard to the Charity Commission's guidance on public benefit. The Trustees also ensure that Wen's programme of activities is always in line with our charitable objectives and aims.

Thanks to a small team of dedicated staff and several committed volunteers, Wen has undertaken a wide range of activities to promote women's perspectives and priorities in tackling environmental challenges.

#### **Programme areas**

Wen engages in activities that fall under the banners of health, climate change, waste, food and women's empowerment. However, our work aims to highlight the interconnectedness of all these programme areas, as well as that of human health and that of the planet.

A defining characteristic of Wen is our unique approach which is grounded in meaningful **local action** and projects that engage diverse women and communities in shaping high impact **campaigning** and policy focused work. Across our programmes, we mobilise through participatory approaches and a focus on strong movement building.

**Health:** We raise awareness and provide information to individuals, other organisations, and media on a number of health-related matters such as harmful chemicals and plastic in mainstream disposable menstrual products, healthy homes, and safe cosmetics. Women and the wider public look to Wen as a trusted source of information on subjects not covered by other organisations. We also promote and deliver nature based therapeutic health interventions in East London where the Wen office is based.

## The Women's Environmental Network Trust

### Trustees' Report

**Climate change:** We provide workshops on the gendered aspects of climate change, and advocate for making gender, racial and social equality central to policies for decarbonising our economy. We take an intersectional feminist approach to the climate crisis exploring how our patriarchal racist capitalist system is both a driver and cause of the climate crisis. We also advocate for women's involvement in decision making at all levels, especially marginalised women and women of colour.

**Waste:** We raise awareness of the environmental impacts of disposable menstrual products and nappies, with a particular focus on the plastic pollution caused by these. Our Environmenstrual Campaign, which was launched in January 2018, aims to bring about a revolution for healthy eco-friendly menstrual products for all. We deliver Environmenstrual workshops in schools, universities and community and women's centres to enable people to make a properly informed choice about which menstrual products to use. We also lobby menstrual product manufacturers to remove the harmful chemicals and plastic from their products.

**Food:** Our local food project continued to be an important part of our work in 2020-2021, due to our expertise in this area, our local reputation, and demand from the local communities in which we work. We run practical workshops on how to grow your own organic food, raise awareness about the health and environmental benefits of local and organic food, support community gardens with advice, training, networking and access to corporate volunteers. We also campaign for a more sustainable food system through The Tower Hamlets Food Partnership and the Just Food and Climate Transition (Just FACT) programme that Wen coordinates and through multiple networks and fora in the sector.

**Women's Empowerment:** This is a key area of our work as Wen plays a vital role in amplifying women's voices in the environmental sector but also in providing an 'incubator' for female environmental leaders through our participatory approach to volunteering and community engagement. Our feminist leadership model of sharing management functions non-hierarchically between two Co-Directors and through our Leadership Circle structure continues to enhance this approach.

### ACHIEVEMENTS IN 2020-2021

The Covid-19 pandemic had a significant impact on Wen's work. We shifted to working remotely during the year and adapted well to this new way of working. We continued to deliver our existing programmes and campaigns and to develop new programmes such as the Feminist Green New Deal project and the Just Food & Climate Transition (Just FACT) programme. Some of our project delivery staff were furloughed as they were not able to continue delivering their projects during the various lockdowns in the year.

In 2020-2021 our achievements and priorities were:

Programmes and campaigns:

- Strengthen our multi-faceted approach across Wen's work, concentrating on three key approaches in our theory of change:
  - o supporting local action
  - o mobilising ideas and feminist leadership
  - o creating local and national campaigns delivered through networks and coalitions
- Develop innovative, high impact and radical new programmes including:
  - o Feminist Green New Deal and Climate Sisters projects mobilising for COP26
  - o The new 5 year Just Food and Climate Transition (Just FACT) partnership programme funded by the Climate Action Fund

## The Women's Environmental Network Trust

### Trustees' Report

- Strengthen and develop our current programmes and campaigns including:
  - o Environmenstrual Campaign, launching an online Week of Action
  - o Pivot our food and wellbeing work through the Keep Growing campaign enabling local residents in Tower Hamlets to take up or expand food growing during the lockdowns
  - o The Tower Hamlets Food Partnership stepped in to play a key role in mobilising borough wide emergency food responses producing a local directory of support during the pandemic

Raise our profile and celebrate impact, harnessing the opportunities created by increasing our profile through social media and online events

Strengthen our internal systems:

- Developing new policies and processes to better support our staff

#### ACTIVITIES

Our work can include

- education (by way of workshops, talks, training programmes, and community events),
- research and information (leaflets, guides and reports)
- policy work and campaigning (through partnerships with other organisations in our key programme areas) and
- building networks and coalitions.

The activities carried out for the public benefit by the charity can be broadly categorised as follows below.

#### **Health**

Our flagship **Soil Sisters** project is delivering therapeutic horticulture to five women's refuges in East London working in partnership with The Ashiana Network, Hestia and Refuge. The project is a three-year project funded by the National Lottery Community Fund - Reaching Communities co-producing beautiful communal gardens and delivering year-round health and well-being sessions with the women in the refuges. The project has been extended for a further 18 months as we were not able to deliver the project during this year due to the pandemic. Project learning will be shared with other organisations and networks working in this arena with a toolkit and online conference.

We were not able to deliver our **Air Equality** workshops due to the lockdowns during the year. We produced a toolkit for learning and exchange about the project.

The partnership project at **St Leonard's Priory** in Tower Hamlets addressed local air pollution concerns by transforming the space for community use. The project engaged the local community in reviving a neglected green space to mitigate against high air pollution rates in the area around the A12, which has very limited access to green space.

## **The Women's Environmental Network Trust**

### **Trustees' Report**

#### **Climate Crisis**

We brought an intersectional feminist analysis to climate change debates delivering online talks and workshops throughout the UK. We held a Wen Forum event hosted by the University of Manchester on 11th March 2020 to launch our Feminist Green New Deal Policy Paper, a joint paper with the Women's Budget Group (WBG). We secured funding for our Feminist Green New Deal project, working in partnership with the WBG on this joint project. We launched this project in January 2021. The project champions an intersectional feminist approach to the climate crisis in the lead up to the COP26 UN Climate talks in Glasgow 2021 and beyond. We are amplifying women's voices, especially marginalised women and women of colour, through a grassroots workshop programme, a roundtable series, policy papers and high-profile events at COP26 as well as other Wen Forum events. We continued to develop our *Why is Climate Justice a Feminist Issue?* blog series to showcase different voices.

#### **Waste**

We continued to develop our Environmenstrual Campaign this year. The campaign aims to: raise awareness of the plastic and harmful chemicals in mainstream disposable menstrual products; tackle period stigma and taboo, champion biodegradables and reusables and promote the correct disposal of disposable menstrual products so that they don't end up in our rivers, seas and beaches. We held our third Environmenstrual Week of Action in October 2020 to amplify our message, producing a digital Week of Action toolkit with ideas of how people could get involved. Due to the pandemic all engagement was online this year. Despite this shift, we saw increased social media interaction during the week compared to the previous year. During the Week of Action, we also held an online Environmenstrual Festival with a panel of distinguished speakers attracting an audience of over 100 people.

Our Environmenstrual Ambassadors shifted to delivering online Environmenstrual workshops during the year due to the pandemic. This enabled us to reach a wider audience and extend our reach throughout the UK. We also expanded our Environmenstrual Coalition made up of over 60 organisations, reusable and plastic-free menstrual companies and activists.

#### **Food Project**

In 2020-21 our Food Project continued to be a key part of our work. We continued to run several successful projects working with the local communities under the umbrella of the Tower Hamlets Food Partnership.

##### **Tower Hamlets Food Partnership**

Wen continues to coordinate this Partnership. This year the Partnership set up the Fair Food for All Group which works to make all our community able to access good food. The group amplifies the voices of community members who are experiencing food insecurity and help to develop innovative, community-led projects that distribute food to where it is needed. One such project was starting a Community Food Pantry at the Limborough Community Hub in Mile End. The Partnership is also a partner in the Transforming Food Systems research project.

## The Women's Environmental Network Trust

### Trustees' Report

#### *Just Food & Climate Transition (Just FACT)*

We launched our Just FACT programme this year, one of only 5 full grants awarded through the highly competitive first round of the Climate Action Fund from the National Lottery Community Fund. This 5 year partnership programme will create a tried and tested blueprint for a climate-friendly food system that works better for the happiness, health and wellbeing of communities in Tower Hamlets, East London. Wen is the lead organisation working in partnership with 10 local partners supporting community-led solutions for a sustainable and socially just urban food system. We are building community power and amplifying voices that don't normally get heard to radically re-shape the local food system. Although the project is local to Tower Hamlets, it will be designing a model that can be used in other urban areas and amplified through the national and international good food movements Wen are part of.

#### *Tower Hamlets Food Partnership*

**Covid response:** from April 2020, we produced a community food guide and updated it regularly. It contained info on food banks, community kitchens, shops offering delivery and takeaway, as well as info on school food and Healthy Start vouchers. We emailed this regularly to our mailing list and it's still available on our website.

**Holiday Hunger programmes:** we supported the planning and delivery of a programme of activities with food over the summer holidays, and smaller schemes in the October half term, Christmas break, February 2021 half term and Easter 2021 break.

**Pantry:** we supported the planning and delivery of the borough's first community food pantry on a housing estate in Poplar.

#### **Campaigning and Policy**

Through the Tower Hamlets Food Partnership and our Just FACT programme, which Wen is coordinating, we are championing sustainable food policies and addressing food poverty in the borough.

We campaigned for more just and sustainable food systems through our membership of the Sustainable Food Cities, the UK Food Group, Sustain and the Capital Growth Working Party.

We are members of the Gender and Development Network (GADN) and their Gender and Environment Working Group and their Gender and Climate Advocacy Group as well as the Women & Gender Constituency part of the UNFCCC. We are also part of the Feminist Green New Deal Coalition convened by WEDO (Women's Environment & Development Organisation) and are a signatory to their Feminist Green New Deal Set of Principles.

We produced a Feminist Green New Deal UK Policy Paper - a joint publication with the Women's Budget Group - which was presented to the Commission for a Gender Equal Economy in October 2020.

Our Environmenstrual Campaign is lobbying mainstream period product manufacturers to remove the plastic and harmful chemicals in their products and to list all the materials used on their products. We will be focusing on pushing for legislation for transparency to require companies to disclose this information.

#### **Women's Empowerment**

Our Wen Forum events continue to explore issues around feminism and the environment. We held two events this year on the following topics:

- March 2020 - *Why is Climate Justice a Feminist Issue?* - hosted by the University of Manchester (in-person event)
- October 2020 - Environmenstrual Festival - focus on period poverty and reusable period products (online event)

## The Women's Environmental Network Trust

### Trustees' Report

- March 2021 - Launch of the Feminist Green New Deal RoadMap exploring key element of the Feminist Green New Deal (online event)
- We have continued to develop our 'Why's Climate Justice a Feminist Issue?' blog series featuring a diverse range of contributors

#### Organisational Capacity Building

This year we have continued to improve our communications with a particular focus on developing our social media profile and increasing our supporter base in order to increase our organisational profile. We have further consolidated and developed our new brand and website and have posted regular blogs as well as increasing our Twitter and Instagram followers. The growth of our Environmenstrual Campaign and launching our Feminist Green New Deal and Just FACT programmes has continued to enable us to reach a much wider audience through social media and through the press. Our social media following has increased this year as a result of this.

We continue to invest time and energy into developing our Wen membership and supporter base in order to provide a greater source of untied income with which to deliver against our charitable objects. This also strengthens Wen's network helping to grow a movement of people who are passionate about intersectional feminism and the environment. A key part of this has been organising regular *Wen Forum: feminism and the environment in conversation* events. These events focus on a core Wen topic and feature speakers and panel discussions from a wide range of actors in the field, stalls, and a networking reception (for in-person events). They have been an effective way to increase our profile and supporter base and our press coverage as well as develop new partnerships and wider networks.

We continue to refine our feminist leadership structure sharing responsibility among two Co-Directors and a Leadership Circle to exemplify alternative organisational structures. We are proud to be trailblazing a feminist leadership model, challenging traditional power structures and empowering the people who work here. We have created a Leadership Circle with members from across Wen in order to increase participation around decision-making within the organisation and to address power and privilege within the organisation.

#### Membership and Supporters

Increasing our membership base continues to form a core part of our strategic priorities. We send out a monthly e-newsletter to supporters and a quarterly e-newsletter to members. We continue to deliver the Wen Forum and other local events as a way to engage members and supporters in a dialogue with each other to create a real network of Wen members.

Our list of supporters continues to grow, and we increased our supporters between 1st April 2020 and 31st March 2021 by the following amounts:

- Instagram Wen followers: from: 4000 to 5694
- Instagram Environmenstrual followers from: 2700 to 3773
- Facebook followers: from: 3933 to 4059
- Twitter followers: from: 5200 to 5762
- Supporters (including Wen members): from 3604 to 3493

Wen remains extremely grateful for all the support and dedication it receives from members and supporters alike.

## **The Women's Environmental Network Trust**

### **Trustees' Report**

#### **STRUCTURE, GOVERNANCE, AND MANAGEMENT STRUCTURE**

Wen comprises a Board of Trustees (as listed below), a national office in London run by staff and volunteers and a membership base of individuals and affiliated organisations. It has a number of ambassadors; prominent women prepared to lend their name to help raise the public profile of the organisation but who play no part in the direction of the Trust.

#### **Governance**

We are very grateful to all of our trustees, past and present, for their energy and support.

The trustees who served during the year and on the date the annual report was approved were:

Hirra Khan Adeogun

Halima Begum - resigned in August 2020

Hilary Vick - resigned in October 2021

Estelle Dehon

Elizabeth Frances Kavanagh - resigned in December 2020

Pascale Anne Samantha Palmer - resigned in October 2020

Tracey Angela Pritchard

The Board of Trustees has identified that it is necessary to recruit new trustees and a new Chair, and WEN has been advertising these positions over the year. One new trustee, Charlotte Miller, has been appointed; three other potential new trustees have applied and will be interviewed. The Board of Trustees will prioritise the recruitment of a new Chair and a new Treasurer. All new trustees must receive a welcome pack and induction.

The trustees, in conjunction with key staff, continue to identify the main risks to which the charity is exposed. In 2022, the trustees have identified that a governance refresh is needed and will prioritise this, with reference to the Charity Governance Code.

The trustees, in conjunction with key staff, continue to identify the main risks to which the charity is exposed.

#### **Management**

The staff team at Wen operates a consensus-based form of decision making to run the day-to-day running of the organisation, through a management team of two Co-Directors and a Leadership Circle comprised of representative members of the Wen staff team. Management functions such as HR, finance oversight, strategy, communications and engagement, partnerships, campaigns and programmes and IT oversight are shared between the Co-Directors, and the Leadership Circle.

A total of 10 regular volunteers supported our work throughout the year. Volunteers have always been absolutely vital to Wen's work. Wen is a hub for passionate and inspiring people, and staff, trustees and volunteers alike have much to contribute and learn from each other. We are continually grateful for all our volunteers' dedication, enthusiasm, and inspiration.

## **The Women's Environmental Network Trust**

### **Trustees' Report**

#### **FINANCIAL REVIEW**

##### **Funding Sources**

Wen is funded by grants, donations, programme delivery contracts, membership fees, and a small amount of income from sales of goods.

The Trustees of Wen are pleased to report another successful year of increase in revenue. Total Incoming Resources were £467,491 up 21% on the previous year (£387,468).

Especially worth noting that:

- grant funding grew 21% to £435,361 from £358,398
- Donations and self-generated income were affected by the pandemic but still grew 10% to £32,130 from £29,070.

In this continually difficult economic environment, the trustees are extremely grateful to all funders, members and donors. The increased revenue justifies the tireless work of the management team and staff in advancing the charitable objectives of the Trust.

##### **Financial strength**

Our financial strength has fluctuated in the last few years, but Wen's financial position remains strong. Although Trustees are conscious of the fact that they need to increase the level of their free reserves

##### **Reserves**

Total Reserves at 31 March 2021 stand at £230,003, a 48% increase on the 2020 balance of £155,435. However Free reserves at the same date stand at £67,924 (£230,003 less restricted reserves of £162,079) which is a 1% decrease on the previous year's figure of £68,920.

The approved budget for 2021-22 has a level of operating costs of £852,042. Including our Just FACT programme. Required reserves, according to our own policy, of three months operating costs for the year ahead would be £213,010 so there remains a shortfall of £140,620. However, the income in the 2021-22 budget is largely secured from existing grant agreements and the risk is therefore not as high as would first appear. Due to the variable nature of core expenditure and following our capacity and strategic review, Trustees are reviewing the reserves policy to take into account restricted funding held for operating costs. This will be put in place in 2022/23.

##### **Risk Statement**

The trustees have, considered guidance available from the charity commission, reviewed the risks faced by the Trust and have put in place policies and procedures to address and mitigate those risks to an acceptable level.

The major risk facing the charity is the difficulty in raising funds for our work. We continue to address this in the short and long term through diversifying our income, reducing reliance on project funding, and increasing membership and donation income by raising our profile through exciting and relevant activities and campaigns. We are investing in our website and brand to support this goal while maintaining a general reserve.

#### **LOOKING AHEAD**

##### **Strategic Plan + Covid-19 Pandemic**

We are in the process of refreshing our 5-year strategic plan this year to better reflect our vision, mission, values, and programmes. We want to ensure that it aligns with the current challenges facing the UK of creating a green, fair post-Covid recovery. We will campaign for environmental, gender, racial and social justice to be at the centre of this recovery.

## **The Women's Environmental Network Trust**

### **Trustees' Report**

The pandemic has continued to have a negative impact on some of our finances, in particular funds raised through sponsorship and membership at our Wen Forum events and through contracts for community gardening projects as well as paid workshops on gender and climate change, Environmenstrual and Fruity Beauty. We hope to be able to secure these sources of income again next year when we plan to hold more in person events. The Wen office is now open again and we have put in measures to make it Covid-secure such as a hybrid working policy to enable social distancing and new ventilation.

The broad areas for development over the next two years at the time of writing were as follows:

#### **Power and Privilege**

We are actively striving to be a truly intersectional feminist, inclusive and anti-racist organisation. We recognise that the environmental movement has not historically included an anti-racist analysis in its work. We want to play our part in changing this and helping to build a more inclusive and diverse environmental movement putting people of colour and women at the centre. We are in the process of doing this through internal change as an organisation, through all our programmes and campaigns and how we speak externally. Our Intersectional Feminist Working Group are leading this work within Wen and have developed an Action Plan, covering key areas around governance, recruitment, organisational culture and communications.

#### **Building financial resilience**

We will continue to diversify and strengthen our income streams to ensure financial sustainability. This will involve self-generated income and building our unrestricted income through sponsorship and donations. We will continue to focus on increasing our membership and supporter base as the main avenue to do this, alongside our workshop delivery programme, which will contribute a smaller amount. Building our brand within our target audiences will help to build our profile and supporter base. Our event income through sponsorship will resume when next year when we can hold in-person events.

#### **Extend our reach: partnerships and campaigns**

We will continue to build a wide network of partners, supporters and members who share our vision through a multi-faceted approach. The main avenues for this work will be the Feminist Green New Deal programme, the Just FACT programme, the Wen Forum, the Environmenstrual Campaign, the Real Nappies for London project, Soil Sisters and the Tower Hamlets Food Growing Network and Food Partnership. We also plan to develop our Green Baby and Nature & Wellbeing programme areas this year. We will aim to diversify the mainstream environmental movement by bringing a wider range of actors together to build a more inclusive and effective environmental movement. We will focus on championing an intersectional feminist approach to the climate crisis through our Feminist Green New Deal work - a joint project with the Women's Budget Group - and through our Just FACT project and campaign.

We will continue to increase our media presence through our communications strategy, including working with our ambassadors and further developing our social media profile. We will use our social media platforms to reach new audiences. These partnerships will help inform and guide our project and campaigning work over the coming years, within our key programme areas. We are in the process of reviewing how we communicate with our supporters and members and further developing our membership strategy in light of the pandemic and our new programme areas. We will be embedding our sub-branding of our programme areas to create a cohesive whole across all of Wen's programmes and in line with our core brand. We will be updating our website next year to reflect the new programme sub-branding.

#### **Internal systems & management**

We will continue to strengthen our HR, financial and IT systems.

## The Women's Environmental Network Trust

### Trustees' Report

#### **Developing programmes that combine local action with high impact change**

This commitment to continue to link our campaigns with our local grassroots work transcends the boundaries of our programme areas. We aim to link our local work more explicitly to the climate crisis and how local action is key to addressing this. We are also committed to continue to hold events outside of London in order to engage communities around the country in Wen's work. This has already been put into practice by holding three Wen Forum events in Manchester and in Glasgow as well as delivering Feminist Green New Deal workshops across the UK.

We will continue to develop our programmes and campaigns this year including:

- our Feminist Green New Deal UK work beyond COP26 including our Climate Sisters' project
- Just FACT - A Just Food and Climate Transition - in Tower Hamlets
- Environmenstrual Campaign
- Green Baby
- Our Nature & Wellbeing programme including the Soil Sisters project

#### **Women's empowerment**

We hope to seek further funding to deliver our **Feminist Environmental Leadership** internship programme. This programme aims to diversify the environmental movement by empowering marginalised women and people of colour to deliver their own environmental projects through Wen. We will continue to develop our feminist leadership model and will share our learning of this approach with interested organisations and researchers.

#### **Climate Crisis**

Through our **Feminist Green New Deal UK** project and campaign, we will continue to champion an intersectional feminist approach to the climate crisis post COP26 and in the Covid recovery and transition to a green economy. We will continue to advocate for a green, caring economy putting care and equality at the centre of Green New Deal plans and policies. We will continue to engage different audiences in this dialogue through our grassroots workshop programme, our roundtable series, discussion papers and a series of high-profile events, working with our project partner the Women's Budget Group. We will seek further funding to develop our **Climate Sisters' project: Local Women of the World at the Climate Table**. The Climate Sisters project is part of the Feminist Green New Deal project engaging marginalised women around the UK in a 10-week Feminist Climate Leadership programme.

We will continue to develop our *Why is Climate Justice a Feminist Issue?* blog series to showcase different voices.

#### **Food**

We will continue to develop our **Just FACT - A Just Food and Climate Transition**- programme over the next two years engaging local residents in Tower Hamlets through our ten partner organisations, enabling them to inform local food and climate policy and to take practical action towards a sustainable food system in the borough.

We will continue to champion community food growing in Tower Hamlets and provide support, training and networking through the **Tower Hamlets Food Growing Network**. We will continue to coordinate the **Tower Hamlets Food Partnership** and link the food poverty agenda with community food growing and health and well-being efforts in the borough.

#### **Health**

We will continue to promote and deliver nature based therapeutic health interventions.

## **The Women's Environmental Network Trust**

### **Trustees' Report**

Our 'Soil Sisters' project, tailored food growing and nature based therapeutic health interventions for women's refuges in East London, has now been extended due to it being on hold during the pandemic, and we are now delivering regular sessions in the five refuges. We plan to share the learning from this project with key stakeholders in the sector in order to advocate for similar approaches in women's refuges across the UK. We plan to further develop our Nature & Wellbeing programme area securing funding to take this work forward over the next five years. Alongside this we will be developing our Green Baby programme with a new briefing on harmful chemicals in baby products, clothes and furnishing and simple guides and tips of how to best avoid this. We will be creating a new area on our website for this programme area. We hope to be able to secure funding to also lobby government around legislation to protect people from these harmful chemicals.

#### ***Waste***

We will continue to develop our Environmenstrual Campaign by expanding the Environmenstrual Coalition and the Environmenstrual Week of Action and organising the Wen Forum Environmenstrual Festival. We will deliver more Environmenstrual workshops to women, girls and people who menstruate on menstrual health in schools, universities, companies, community and women's centres. We will continue to develop our Environmenstrual Ambassador programme to enable Ambassadors to deliver workshops across the UK, working in particular with Herts County Council to train teachers in their area. In partnership with our Environmenstrual Coalition partners we will continue to lobby manufacturers to remove plastic and harmful chemicals from their products and urge retailers to stock more reusable and plastic-free and organic cotton disposable menstrual products. We will continue to lobby government around legislation to prevent companies using harmful chemicals in their period products building on our recent Open Letter to MPs and our petition on this topic.

#### **Statement of Trustees' Responsibilities**

The trustees (who are also the directors of The Women's Environmental Network Trust for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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; and
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

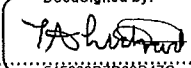
## The Women's Environmental Network Trust

### Trustees' Report

#### Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 15 December 2021 and signed on its behalf by:

DocuSigned by:  
  
.....645339D7B03B47C....  
Tracey Pritchard  
Trustee

## **The Women's Environmental Network Trust**

### **Independent Examiner's Report to the trustees of The Women's Environmental Network Trust ("the Company")**

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of The Women's Environmental Network Trust ('the charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. 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 this 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, for this report, or for the opinions I have formed.

#### **Responsibilities and basis of report**

As the trustees of charitable company you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145 of the Charities Act 2011 ('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 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

#### **Independent examiner's statement**

Since the charitable 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 a member of ICAEW, which is one of the listed bodies.

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

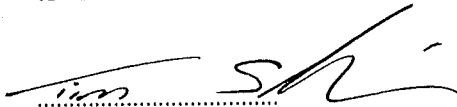
- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair view which is not a matter considered as part of an independent examination; or

## The Women's Environmental Network Trust

### Independent Examiner's Report to the trustees of The Women's Environmental Network Trust ("the Company")

- the financial statements 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 financial statements to be reached.



Timothy Sullivan FCA  
ICAEW  
Field Sullivan Limited  
70 Royal Hill  
London  
SE10 8RF

Date: 16/12/21

## The Women's Environmental Network Trust

**Statement of Financial Activities for the Year Ended 31 March 2021**  
**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

|                                    | Note | Unrestricted<br>£ | Restricted<br>£  | Total<br>2021<br>£ | Unrestricted<br>£ | Restricted<br>£  | Total<br>2020<br>£ |
|------------------------------------|------|-------------------|------------------|--------------------|-------------------|------------------|--------------------|
| <b>Income and Endowments from:</b> |      |                   |                  |                    |                   |                  |                    |
| Donations and legacies             | 3    | 85,502            | 372,916          | 458,418            | 52,881            | 321,671          | 374,552            |
| Charitable activities              | 4    | <u>7,229</u>      | <u>1,844</u>     | <u>9,073</u>       | <u>12,916</u>     | <u>-</u>         | <u>12,916</u>      |
| <b>Total income</b>                |      | <u>92,731</u>     | <u>374,760</u>   | <u>467,491</u>     | <u>65,797</u>     | <u>321,671</u>   | <u>387,468</u>     |
| <b>Expenditure on:</b>             |      |                   |                  |                    |                   |                  |                    |
| Charitable activities              | 5    | <u>(93,727)</u>   | <u>(299,196)</u> | <u>(392,923)</u>   | <u>(76,726)</u>   | <u>(315,602)</u> | <u>(392,328)</u>   |
| <b>Total expenditure</b>           |      | <u>(93,727)</u>   | <u>(299,196)</u> | <u>(392,923)</u>   | <u>(76,726)</u>   | <u>(315,602)</u> | <u>(392,328)</u>   |
| <b>Net movement in funds</b>       |      | <u>(996)</u>      | <u>75,564</u>    | <u>74,568</u>      | <u>(10,929)</u>   | <u>6,069</u>     | <u>(4,860)</u>     |
| <b>Reconciliation of funds</b>     |      |                   |                  |                    |                   |                  |                    |
| Total funds brought forward        |      | <u>68,920</u>     | <u>86,515</u>    | <u>155,435</u>     | <u>79,849</u>     | <u>80,446</u>    | <u>160,295</u>     |
| Total funds carried forward        | 15   | <u>67,924</u>     | <u>162,079</u>   | <u>230,003</u>     | <u>68,920</u>     | <u>86,515</u>    | <u>155,435</u>     |

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 15.

The notes on pages 18 to 32 form an integral part of these financial statements.

# The Women's Environmental Network Trust

(Registration number: 02520522)  
Balance Sheet as at 31 March 2021

|                                                       | Note | 2021<br>£ | 2020<br>£ |
|-------------------------------------------------------|------|-----------|-----------|
| <b>Fixed assets</b>                                   |      |           |           |
| Tangible assets                                       | 10   | 1,632     | -         |
| <b>Current assets</b>                                 |      |           |           |
| Debtors                                               | 12   | 25,974    | 15,705    |
| Cash at bank and in hand                              | 11   | 206,892   | 174,023   |
|                                                       |      | 232,866   | 189,728   |
| <b>Creditors: Amounts falling due within one year</b> | 13   | (4,495)   | (34,293)  |
| <b>Net current assets</b>                             |      | 228,371   | 155,435   |
| <b>Net assets</b>                                     |      | 230,003   | 155,435   |
| <b>Funds of the charity:</b>                          |      |           |           |
| <b>Restricted income funds</b>                        |      |           |           |
| Restricted funds                                      |      | 162,079   | 86,515    |
| <b>Unrestricted income funds</b>                      |      |           |           |
| Unrestricted funds                                    |      | 67,924    | 68,920    |
| <b>Total funds</b>                                    | 15   | 230,003   | 155,435   |

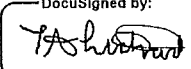
For the financial year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

## Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 16 to 32 were approved by the trustees, and authorised for issue on 15 December 2021 and signed on their behalf by:

DocuSigned by:  
  
 .....545839D7D93D47C.....  
 Tracey Pritchard  
 Trustee

The notes on pages 18 to 32 form an integral part of these financial statements.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ground Floor  
20 Club Row  
London  
E2 7EY

These financial statements were authorised for issue by the trustees on 15 December 2021.

#### **2 Accounting policies**

##### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### **Basis of preparation**

The Women's Environmental Network Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

##### **Exemption from preparing a cash flow statement**

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **Judgements and key sources of estimation uncertainty**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

#### **Income and endowments**

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

#### **Donations and legacies**

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### **Grants receivable**

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

#### **Deferred income**

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

#### **Government grants**

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

#### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Tangible fixed assets**

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Borrowings**

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

#### **Foreign exchange**

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

- 1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);
- 2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
- 3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

### 3 Income from donations and legacies

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>£ | Total<br>2021<br>£ | Total<br>2020<br>£ |
|-----------------------------------|----------------------------|-----------------|--------------------|--------------------|
| Donations and legacies;           |                            |                 |                    |                    |
| Appeals and donations             | 16,722                     | -               | 16,722             | 14,181             |
| Grants, including capital grants; |                            |                 |                    |                    |
| Government grants                 | 31,067                     | -               | 31,067             | 10,500             |
| Grants from other charities       | 31,378                     | 372,916         | 404,294            | 347,898            |
| Membership                        | 6,335                      | -               | 6,335              | 1,973              |
|                                   | <u>85,502</u>              | <u>372,916</u>  | <u>458,418</u>     | <u>374,552</u>     |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### Grants

|                                                     | 2021    | 2020    |
|-----------------------------------------------------|---------|---------|
| Joseph Rowntree Charitable Trust                    | 42,616  | 26,396  |
| Waitrose & Partners Plan Plastic (Environmenstrual) | 15,540  | 134,500 |
| City Bridge Trust - Local food project              | 46,590  | 45,010  |
| The Tedworth Charitable Trust                       | 6,500   | 6,500   |
| Big Lottery Fund                                    | -       | 74,202  |
| Contract Sponsorship - WEN Forum                    | -       | 5,874   |
| Joseph Rowntree Charitable Trust - WEN Forum        | -       | 9,884   |
| Local Food - Various Funders                        | -       | 5,540   |
| East End Community Foundation                       | 3,000   | 10,166  |
| Tower Hill Trust                                    | 11,500  | -       |
| Wakefield & Tetley Trust                            | 5,001   | -       |
| The Veolia Environmental Trust                      | -       | 7,800   |
| Contract Sponsorship - Environmenstrual             | -       | 2,417   |
| Food Power                                          | 25,440  | 2,500   |
| Natracare                                           | 7,000   | 7,000   |
| Plan                                                | -       | 9,605   |
| Other                                               | 2,525   | 504     |
| Lankelly Chase Foundation                           | 30,000  | -       |
| Polden Puckham Charitable Foundation                | 14,400  | -       |
| Soil Association                                    | 5,000   | -       |
| The National Lottery                                | 181,255 | -       |
| TotsBots (Bloom and Nora)                           | 6,667   | -       |
| University of Bristol                               | 1,260   | -       |
|                                                     | 404,294 | 347,898 |

#### 4 Income from charitable activities

|                  | Unrestricted |            | Total | Total  |
|------------------|--------------|------------|-------|--------|
|                  | General      | Restricted | 2021  | 2020   |
|                  | £            | £          | £     | £      |
| Consultancy fees | 3,500        | -          | 3,500 | 4,250  |
| Other income     | 3,729        | 1,844      | 5,573 | 8,666  |
|                  | 7,229        | 1,844      | 9,073 | 12,916 |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 5 Expenditure on charitable activities

|                                | Note | Total<br>2021<br>£ | Total<br>2020<br>£ |
|--------------------------------|------|--------------------|--------------------|
| Freelance fees                 |      | 6,153              | 7,185              |
| Project materials              |      | -                  | 428                |
| Garden site set up             |      | 2,559              | 4,865              |
| Equipment repairs and renewals |      | 4,032              | 2,898              |
| Website design                 |      | -                  | 40,615             |
| Event expenses                 |      | 75,968             | 69,315             |
| Depreciation of other tangible |      | 408                | -                  |
| Wages and salaries             |      | 199,583            | 213,925            |
| Social security costs          |      | 9,505              | 9,959              |
| Pension                        |      | 6,391              | 7,347              |
| Other staff costs              |      | 322                | 2,524              |
| Support costs                  | 6    | <u>88,002</u>      | <u>33,267</u>      |
|                                |      | <u>392,923</u>     | <u>392,328</u>     |

£93,727 (2020 - £76,726) of the above expenditure was attributable to unrestricted funds and £299,196 (2020 - £205,971) to restricted funds.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 6 Analysis of governance and support costs

##### Support costs

|                                  | Total<br>2021<br>£ | Total<br>2020<br>£ |
|----------------------------------|--------------------|--------------------|
| Staff costs                      |                    |                    |
| Wages and salaries               | 44,540             | -                  |
| Social security costs            | 2,084              | -                  |
| Pension costs                    | 1,508              | -                  |
| Staff training and recruitment   | 3,566              | 1,154              |
| Rent, rates and service charges  | 11,734             | 12,285             |
| Light, heat and power            | 1,332              | 1,323              |
| Telephone and broadband          | 1,359              | 1,171              |
| Printing, postage and stationery | 3,353              | 1,872              |
| Subscriptions                    | 909                | 1,589              |
| Travel and subsistence           | 122                | 2,886              |
| Information and promotion        | 350                | 2,180              |
| Accountancy                      | 625                | 556                |
| Independent examination          | 2,500              | 2,473              |
| Legal and professional           | 10,585             | 2,046              |
| Bank charges                     | 263                | -                  |
| Insurance                        | 2,254              | 2,347              |
| Sundries                         | 918                | 1,385              |
|                                  | <u>88,002</u>      | <u>33,267</u>      |

#### 7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 8 Staff costs

The aggregate payroll costs were as follows:

|                                          | 2021<br>£      | 2020<br>£      |
|------------------------------------------|----------------|----------------|
| <b>Staff costs during the year were:</b> |                |                |
| Wages and salaries                       | 244,123        | 213,925        |
| Social security costs                    | 11,589         | 9,959          |
| Pension costs                            | 7,899          | 7,347          |
| Other staff costs                        | 322            | 2,524          |
|                                          | <u>263,933</u> | <u>233,755</u> |

The monthly average number of persons (including senior management team) employed by the charity during the year expressed was as follows:

|                               | 2021<br>No | 2020<br>No |
|-------------------------------|------------|------------|
| Projects                      | 18         | 14         |
| Management and administration | 2          | 2          |
|                               | <u>20</u>  | <u>16</u>  |

No employee received emoluments of more than £60,000 during the year.

#### 9 Taxation

The charity is a registered charity and is therefore exempt from corporation tax under Part 11 of Corporation Taxes Act 2010 and its capital gains under section 257 of the Taxation of Chargeable Gains Act 1992.

# The Women's Environmental Network Trust

## Notes to the Financial Statements for the Year Ended 31 March 2021

### 10 Tangible fixed assets

|                         | Furniture and<br>equipment<br>£ | Other tangible<br>fixed asset<br>£ | Total<br>£ |
|-------------------------|---------------------------------|------------------------------------|------------|
| <b>Cost</b>             |                                 |                                    |            |
| At 1 April 2020         | 13,455                          | -                                  | 13,455     |
| Additions               | -                               | 2,040                              | 2,040      |
| Disposals               | (13,455)                        | -                                  | (13,455)   |
| At 31 March 2021        | -                               | 2,040                              | 2,040      |
| <b>Depreciation</b>     |                                 |                                    |            |
| At 1 April 2020         | 13,455                          | -                                  | 13,455     |
| Charge for the year     | -                               | 408                                | 408        |
| Eliminated on disposals | (13,455)                        | -                                  | (13,455)   |
| At 31 March 2021        | -                               | 408                                | 408        |
| <b>Net book value</b>   |                                 |                                    |            |
| At 31 March 2021        | -                               | 1,632                              | 1,632      |
| At 31 March 2020        | -                               | -                                  | -          |

### 11 Cash and cash equivalents

|              | 2021<br>£      | 2020<br>£      |
|--------------|----------------|----------------|
| Cash on hand | 288            | 287            |
| Cash at bank | 206,604        | 173,736        |
|              | <u>206,892</u> | <u>174,023</u> |

### 12 Debtors

|                | 2021<br>£     | 2020<br>£     |
|----------------|---------------|---------------|
| Trade debtors  | 18,319        | 13,980        |
| Prepayments    | 2,015         | 1,082         |
| Accrued income | 1,013         | -             |
| Other debtors  | 4,627         | 643           |
|                | <u>25,974</u> | <u>15,705</u> |

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2021

#### 13 Creditors: amounts falling due within one year

|                                    | 2021<br>£    | 2020<br>£     |
|------------------------------------|--------------|---------------|
| Trade creditors                    | 1,811        | 13,730        |
| Other taxation and social security | -            | 3,663         |
| Pension scheme creditor            | -            | 1,007         |
| Accruals                           | 2,684        | 6,553         |
| Deferred income                    | -            | 9,340         |
|                                    | <u>4,495</u> | <u>34,293</u> |

|                                        | 2021<br>£    | 2020<br>£      |
|----------------------------------------|--------------|----------------|
| Deferred income at 1 April 2020        | (9,340)      | (17,860)       |
| Resources deferred in the period       | -            | (9,340)        |
| Amounts released from previous periods | <u>9,340</u> | <u>17,860</u>  |
| Deferred income at year end            | <u>-</u>     | <u>(9,340)</u> |

#### 14 Related party transactions

The charitable company operates alongside The Womens Environmental Campaigns Limited. They share the same aims and objectives and have some directors in common, they also share the same premises and certain operating costs.

During the year the Charity paid for accountancy fees of £222 (2020: £216) on behalf of The Women's Environmental Campaigns Limited. At the year end £865 was owed to the Charity (2020: £643).

# The Women's Environmental Network Trust

## Notes to the Financial Statements for the Year Ended 31 March 2021

### 15 Funds

#### Current year figures

|                                                        | Balance at 1<br>April 2020<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Balance at 31<br>March 2021<br>£ |
|--------------------------------------------------------|---------------------------------|----------------------------|----------------------------|----------------------------------|
| <b>Unrestricted</b>                                    |                                 |                            |                            |                                  |
| <i>General</i>                                         |                                 |                            |                            |                                  |
| General Funds                                          | 68,920                          | 92,731                     | (93,727)                   | 67,924                           |
| <b>Restricted</b>                                      |                                 |                            |                            |                                  |
| Climate Action Fund                                    | -                               | 168,087                    | (119,397)                  | 48,690                           |
| Soil Sisters                                           | 20,230                          | -                          | (12,974)                   | 7,256                            |
| Week of Action                                         | -                               | 74                         | (15)                       | 59                               |
| Live Well Programme                                    | 9,789                           | 2,400                      | (9,214)                    | 2,975                            |
| WEN Forum                                              | 2,713                           | 6,034                      | (6,710)                    | 2,037                            |
| Local Food Project                                     | 6,907                           | 90,739                     | (72,907)                   | 24,739                           |
| Campaigning                                            | 1,943                           | 59,528                     | (28,389)                   | 33,082                           |
| Air eQuality                                           | 4,068                           | -                          | (4,068)                    | -                                |
| Waitrose                                               | 18,192                          | 13,483                     | (31,675)                   | -                                |
| Forum Sponsors                                         | 4,018                           | 3,155                      | (2,140)                    | 5,033                            |
| Core Management                                        | 12,000                          | 31,260                     | (7,607)                    | 35,653                           |
| The Veolia Environmental Trust -<br>St Leonards Priory | 6,655                           | -                          | (4,100)                    | 2,555                            |
|                                                        | <u>86,515</u>                   | <u>374,760</u>             | <u>(299,196)</u>           | <u>162,079</u>                   |
| <b>Total funds</b>                                     | <u>155,435</u>                  | <u>467,491</u>             | <u>(392,923)</u>           | <u>230,003</u>                   |

# The Women's Environmental Network Trust

## Notes to the Financial Statements for the Year Ended 31 March 2021

### Prior year comparative

|                     | Balance at 1<br>April 2019<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Balance at 31<br>March 2020<br>£ |
|---------------------|---------------------------------|----------------------------|----------------------------|----------------------------------|
| <b>Unrestricted</b> |                                 |                            |                            |                                  |
| <i>General</i>      |                                 |                            |                            |                                  |
| General Funds       | 79,849                          | 65,797                     | (76,726)                   | 68,920                           |
| <b>Restricted</b>   |                                 |                            |                            |                                  |
| Capacity building   | 39,146                          | -                          | (39,146)                   | -                                |
| Soil Sisters        | 23,846                          | 54,112                     | (57,728)                   | 20,230                           |
| Live Well Programme | 8,980                           | 9,564                      | (8,755)                    | 9,789                            |
| WEN Forum           | 1,833                           | 9,884                      | (9,004)                    | 2,713                            |
| Local Food Project  | 5,630                           | 51,606                     | (50,329)                   | 6,907                            |
| Campaigning         | 1,011                           | 37,009                     | (36,077)                   | 1,943                            |
| Air eQuality        | -                               | 9,000                      | (4,932)                    | 4,068                            |
|                     | <u>80,446</u>                   | <u>171,175</u>             | <u>(205,971)</u>           | <u>45,650</u>                    |
| <b>Total funds</b>  | <u>160,295</u>                  | <u>236,972</u>             | <u>(282,697)</u>           | <u>114,570</u>                   |

## **The Women's Environmental Network Trust**

### **Notes to the Financial Statements for the Year Ended 31 March 2021**

The specific purposes for which the funds are to be applied are as follows:

Building WEN's Core Strength fund contains funds from Comic Relief for the development of WEN's Core Strength.

Capacity Building fund contains Capacity Building Funds from the Lottery utilized along with the core strength funds to build WEN's organizational capacity. Funds received in year are from Comic Relief Futures Lab fund and will be spent in 2019/20 on rebranding and website development.

Soil Sisters supports recovery and development of vulnerable women in traumatic transitions within women's refuge settings. It is the first of its kind in the UK to establish a network of groups interested in developing social and therapeutic horticulture (STH) or green care. Working with partner organizations Ashiana Network and Hestia the project delivers a year round programme of weekly sessions in East London, it runs a conference that disseminates learning and promotes the use of nature based wellbeing and health interventions. It publishes research focusing on the importance of STH for women in crisis or refuges. This project is funded by a Lottery Reaching Communities grant for three years to August 2020.

New Voices is used to develop relationships between women's groups and environmental organizations and bring these new voices, particularly from BAME backgrounds into the Environment debate. This contains funds from Joseph Rowntree Foundation Trust.

Woman 2 Woman is our volunteer mentoring programme, seeking to encourage young women especially from BAME backgrounds to be involved in environmental decision making. This fund contains funds from Rosa UK.

Live Well Programme is designed to support healthier lifestyles and community cohesion through gardening and cooking. It seeks to continually attract new participants and spread the message and skills for living well through lifelong learning. The project is funded by East End Community Foundation/ Poplar Harca.

WEN Forum is a quarterly symposium featuring key note speakers dissecting and discussing topics of the moment. It seeks to educate, inform, inspire and does not shy away from controversy. The WEN Forum is funded by sponsors and by Grants from The Joseph Rowntree Foundation Trust.

Local Food Project - Manages Tower Hamlets Food Partnership with its aims to create a local food system that allows everyone access to healthy and sustainable food. It is a collaboration engaging all who have a role in local food production. From residents, community organisations, schools, businesses and the council. The fund covers the Food Growing Network's quarterly gatherings and the work of the Partnership and is funded by London Borough of Tower Hamlets, Tower Hill Trust, Wakefield and Tetley Trust, City Bridge Trust, Food Power (part of the Sustain alliance) and London and Quadrant Housing Trust.

Campaigning - This fund supports our General and Environmental campaigns work. Delivering workshops in schools and universities, bringing activists together with businesses with the mission of making healthy and eco-friendly menstrual products affordable and available to all. The fund also supports the week of action promoting awareness around the issues. Other campaigns include health in our chemical environment, climate change and educating and informing around the issue of eco friendly baby products. This fund is supported with our thanks by Joseph Rowntree Foundation Trust, Natracare, Selena Cup, Zero Waste Europe, Pukka Herbs, Bodywise, Thames Water, Anglian Water, Diva International.

Air eQuality - funding from London Borough of Tower Hamlets from Mayor of London's Air Quality fund for our Air eQuality campaign and programme.

## The Women's Environmental Network Trust

### Notes to the Financial Statements for the Year Ended 31 March 2021

Waitrose - Funding for partnership project working with City to Sea on raising awareness of plastics in menstrual products creating ambassadors to continue the education process.

Isla Foundation - Grant contribution towards Wen's core costs in 2020/21.

Forum Sponsors - Funds from sponsors of our Wen Forum programme to be used in 2020/21.

#### 16 Analysis of net assets between funds

##### Current year figures

|                       | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|-----------------------|----------------------------|-----------------|------------------|
| Tangible fixed assets | 1,632                      | -               | 1,632            |
| Current assets        | 70,787                     | 162,079         | 232,866          |
| Current liabilities   | (4,495)                    | -               | (4,495)          |
| Total net assets      | <u>67,924</u>              | <u>162,079</u>  | <u>230,003</u>   |

##### Prior year comparative

|                     | Unrestricted<br>funds<br>£ | Restricted<br>£ | Total funds<br>£ |
|---------------------|----------------------------|-----------------|------------------|
| Current assets      | 93,873                     | 95,855          | 189,728          |
| Current liabilities | (24,953)                   | (9,340)         | (34,293)         |
| Total net assets    | <u>68,920</u>              | <u>86,515</u>   | <u>155,435</u>   |

#### 17 Covid-19

The sector we operate in will be significantly affected in its operations due to the lockdowns in response to the covid 19 pandemic. It will not be possible to run some programmes that involve face to face working workshops, seminars and trainings. But these can be redesigned. Funders have been generous in giving support to cover additional costs arising from changing work patterns and things like PPE. Other funders have allowed us to re-purpose their grants to achieve similar objectives in a new way. The government CJRS has and will provide support for salary costs where programmes have had to be delayed. We are confident that the reserves held and the active management of the situation means that the economic impact on the organisation does not affect its assessment as a going concern. The Trustees report covers as post balance sheet events and future plans the affect Covid has or is expected to have on all areas of the charity.