

WOMEN'S EQUALITY NETWORK WALES

England & Wales · Charity number 1145706

Details

Other names	WENWALES
Status	Registered
Legal form	Charitable company
Company number	07891533
Registered	2012-02-01
Register	View on the Charity Commission register

Contact

Address	WEN Wales Temple Of Peace King Edward Vii Avenue Cardiff CF10 3AP
Phone	07511939235
Email	Admin@wenwales.org.uk
Website	http://wenwales.org.uk

Activities

Objects: 2. OBJECTSHAVING REGARD TO THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW), ADOPTED BY THE GENERAL ASSEMBLY OF THE UNITED NATIONS ON 18 DECEMBER 1979 AND THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, ADOPTED BY THE GENERAL ASSEMBLY OF THE UNITED NATIONS ON 10 DECEMBER 1948, THE OBJECTS ARE, FOR THE PUBLIC BENEFIT, THE FOLLOWING:2.1 THE PROMOTION OF EQUALITY; AND2.2 THE PROMOTION OF HUMAN RIGHTS BY ALL OR ANY OF THE FOLLOWING MEANS:(A) MONITORING ABUSES OF HUMAN RIGHTS;(B) OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE;(C) RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE;(D) RESEARCH INTO HUMAN RIGHTS ISSUES;(E) EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS;(F) PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS;(G) CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW;(H) COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION;(I) RAISING AWARENESS OF HUMAN RIGHTS ISSUES;(J) PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;(K) PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS;(L) INTERNATIONAL ADVOCACY OF HUMAN RIGHTS; AND(M) ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS,IN EACH CASE WITH SPECIFIC REFERENCE TO WOMEN AND GENDER EQUALITY IN WALES.

Activities: Working towards equality for women in Wales

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£451,127	£367,201	-	-
2024-03-31	£470,863	£417,065	-	-
2023-03-31	£353,383	£430,622	-	-
2022-03-31	£338,591	£243,390	-	-
2021-03-31	£157,052	£155,349	-	-

Trustees

Name	Role	Appointed
Mary Ann Brocklesby	Chair	2021-11-16
Alia Mohammed		2023-12-05
Elizabeth Evans		2023-12-05
Jennifer Ramsay		2021-11-16
Katy Hales		2022-08-01
Linda Suzanne Davies		2021-11-16
Nina Durant		2023-12-05

WOMEN'S EQUALITY NETWORK WALES

England & Wales - Charity number 1145706

Accounts

REGISTERED COMPANY NUMBER: 07891533 (England and Wales)
REGISTERED CHARITY NUMBER: 1145706

**UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2025**

FOR

WOMEN'S EQUALITY NETWORK WALES

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

WOMEN'S EQUALITY NETWORK WALES

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WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

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

Tel: 07511 939 235
Website: www.wenwales.org.uk

Registered Company Number
07891533
(England and Wales)

Registered Charity Number
1145706

Message from the Chair

WEN Wales has grown from strength to strength this year. Our policy work and influencing has become broader and deeper, our communications have been revamped and we have done lots of work behind the scenes to make our organisation more resilient in these difficult times.

Centring Gender Equality in Wales

As women's organisations close, funding for those which remain strinks and gender politics pervades our world, WEN Wales has striven to keep gender equality core to our values and conversations in Wales. We have redoubled our efforts to ensure that our small team can harness the knowledge and expertise of our vibrant coalitions. This year, we published our biannual Feminist Scorecard, in collaboration with Oxfam Cymru. We are incredibly grateful to our members who contributed so generously and with deep knowledge to this publication.

We published, for the first time, State of the Nation, another cross-cutting report, this one focused on women in the economy. The report provides a barometer of the economic health of women in Wales and is a vital reference point for anybody concerned in these issues.

With the support with our brilliant partners in the Gender Network, we responded to the somewhat unexpected general election announcement and published a carefully considered Women's Rights Manifesto.

Diverse and Equal Representation

This year marked a huge win in our long-running Diverse5050 campaign aiming at ensuring more women and people from diverse backgrounds enter politics and public life. In July 2024, the Senedd Cymru (Electoral Candidate Lists) Bill past its first reading in the Senedd. Together with our Diverse5050 partners, we have long campaigned for this landmark legislation to introduce gender quotas for Senedd elections. Our disappointment when the legislation was removed from the legislative programme by Welsh government later in the year was enormous; but we continue to campaign on the importance of gender quotas and are heartened that the issue remains on policy agenda and has its measures have been adopted on a voluntary basis by one major party for 2026 elections.

Our Diverse 5050 campaign has also made submissions to Welsh government on its Diversity and Inclusion Guidance for Political Parties and will continue to campaign until diverse and gender balanced legislatures in Wales are a reality.

We have also been delighted this year to have secured further three-year funding for our fantastic Equal Power Equal Voice programme to run from 2025. This key mentoring programme we run with Disability Wales, EYST and Stonewall Cymru is the sister programme to Diverse5050 and ensures that the policy and legal framework Diverse5050 contributes to can benefit from a pipeline of confident and empower people to take up roles in political and public life.

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Early Education and Childcare

Our other major strand of work this year has been on developing a research and advocacy campaign on childcare in Wales. Our members consistently report that lack of affordable, accessible and quality childcare is a major barrier to realising gender equality and this issue has come into particular focus this year as major changes in childcare provision have been announced in England.

We have secured generous project funding to enable us to undertake original and rigorous research. In turn this will enable us to develop meaningful policy options and will lead impactful advocacy on this important issue in time for Senedd elections and beyond. The report will be published later in 2025 and we anticipate will cement WEN's position as thought leaders in this areas, just as we have long been in our work on diverse and equal representation.

An accessible and informative WEN

As our cross-cutting research and policy output grows and our focused programmes of work become increasingly nuanced, we strive to ensure that we continue to work with our members and partners and that we make our work more accessible and informative. Over the course of this year we have made our newsletters and social media outputs fuller, although we have made the decision to move away from X and to focus on other social media platforms, which we are working to build up. Our series of short and informative social media posts, marking key dates in the calendar, have proven popular and have raised awareness of Welsh Women in the context of Black History Month and LGBT History Month, and of issues such as menopause, endometriosis and safe access to abortion services.

As we continue to build a sustainable future for WEN, we would like to thank our funders for supporting our work. To the Esker Fairbairn Foundation, the Joseph Rowntree Reform Trust, the Rosa Foundation, National Lottery Community Fund, Welsh Government, Third Sector Partnership Council (WCVA), the Waterloo Foundation, the abrdn Financial Fairness Trust, Chwarae Teg and the Women's Equality Party and to all of you members and allies who so generously give, thank you!

Our dedicated staff team have, as ever, pursued WEN's aims and strategic objectives relentlessly and have really been able to move our work to the next level of rigour and nuance so important to cutting through the cacophony so often heard on the issues we champion. On behalf of the Board I would like to thank and commend them for their consistent commitment and diligent hard work for the cause.

Mary Ann Brocklesby, Chair

Trustees' Annual Report for the year ending 31 March 2025

Our vision is a Wales free from gender discrimination.

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

Purpose & Objects

Purpose

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

Objects

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

1. the promotion of equality; and
2. the promotion of human rights by all or any of the following means:
 - I. monitoring abuses of human rights;
 - II. obtaining redress for the victims of human rights abuse;
 - III. relieving need among the victims of human rights abuse;
 - IV. research into human rights issues;
 - V. educating the public about human rights;

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

- VI. providing technical advice to government and others on human rights matters;
- VII. contributing to the sound administration of human rights law;
- VIII. commenting on proposed human rights legislation;
- IX. raising awareness of human rights issues;
- X. promoting public support for human rights;
- XI. promoting respect for human rights among individuals and corporations;
- XII. international advocacy of human rights; and
- XIII. eliminating infringements of human rights,

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

Review of the Year

Our work is designed to bring attention to issues and to develop innovative and achievable solutions to drivers of inequality so that gender equality is promoted in Wales in the short and long terms. Our work encompasses the many issues which drive inequality and we work collaboratively with our many members and partners to highlight many of those complex and interconnected issues. This year we have focused on our strategic priorities, overarchingly working hard to ensure that our substantive outputs - drawn, as ever, from the deep knowledge and experience of our members - are insightful, innovative and impactful:

- Centring Gender Equality in Wales
- Diverse and equal leadership in public and political life
- Strengthening women's rights by campaigning for adequate and fair childcare provision

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

1. Centring Gender Equality in Wales

In November 2024, in collaboration with Oxfam Cymru, we published our biannual **Feminist Scorecard** and launched it at a roundtable in the Senedd, attended by MSs, government officials and civil society partners. The Scorecard mapped progress (and lack) of gender equality in Wales in several key areas: fair finance, global women's rights, caring responsibilities, representation and leadership, violence against women and girls, and health. We are incredibly grateful to our members who contributed so generously and with deep knowledge to this publication.

In October 2024 we published **State of the Nation**, a report focused on women in the economy, which was produced annually by Chwarae Teg before their closure in 2023. The report highlights inequalities of access to and activities in the workforce, gender pay gaps and women in leadership. We are proud to have been able to continue making available this important reference tool. This and our Feminist Scorecard have been cited widely in the press, the Senedd and beyond and both publications serve as important reference points for women's rights and equality in Wales.

In these publications, as in all our work, we strive to map and highlight intersectional experiences; but find that a lack of disaggregated data makes this difficult. We therefore have continued and strengthened our calls for better **collection and publication of data**.

In July 2024, with the support with our brilliant partners in the **Gender Network**, which comprises 80 individuals from 41 organisations as well as activists and academics, we responded to the somewhat unexpected general election announcement and published a carefully considered **Women's Rights Manifesto**. Towards the end of the year, we also began work on a Feminist Manifesto for Senedd elections in 2026, with a view to publishing in May 2025 (a year out from elections), in order to have a strong and well supported basis from which to launch a year of advocacy ahead of this key Senedd event.

As secretariat we continued to support chair, Sian Gazillion MS, in coordinating the Cross-Party Group (CPG) on Women. The group's work this year explored several key opportunities to advance gender equality in Wales, developing and maintaining focus on areas previously highlighted by the group, including a meeting on women in prison, meetings on childcare, measures to support the increase of diverse women in politics and public life. We are extremely grateful for the chair's support and leadership and for the consistently high level of engagement of MSs and civil society members of the group.

2. Diverse and equal leadership in public and political life

We continued to campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing diverse women. We want to see an increase in the diversity of women in political life - so that we see more BAME women, LGBTQ+ women, disabled women and women with other protected characteristics in politics in Wales.

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

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

2.1. Diverse 50:50

Our multi-year campaign to see gender quotas for Senedd elections embedded in legislation was close to realised. In July 2025, the Senedd Cymru (Electoral Candidate Lists) Bill passed its first reading in the Senedd. To our dismay, though, in September the Welsh government chose to remove it from the legislative programme for this Senedd term. Although this is a blow to a campaign that has been so successful to date, we consider this was a pragmatic, not principled, decision and continue to campaign for gender quotas. We have encouraged political parties to adopt the gender quotas framework in their Senedd election campaigns and continue to advocate to get this on the legislative agenda for the next Senedd.

We have also focused on work to improve diversity and inclusion within political parties, working with Welsh Government to develop a strong **Diversity and Inclusion Guidance**, which we were delighted to see published, including our improvements we suggested during the consultation process. We have also undertaken a major piece of work to complement Guidance. Look out for our **Toolkit on Diverse and Equal Representation** later in 2025, which will help us to continue to work with political parties to ensure that they are best able to stand diverse candidates.

2.2. Equal Power Equal Voice Mentoring Programme

The third year our flagship Equal Power Equal Voice (**EPEV**) programme cross-equalities mentoring programme wrapped up in July 2024. Over three years we have been privileged to deliver the programme with Disability Wales, Ethnic Minorities & Youth Support Team (EYST) Wales and Stonewall Cymru. We have had the joy of working with around 300 mentees and watch their success as they flourish in becoming more involved in the public and political life in Wales, helping to make our country kinder and more diverse. Our thanks go to all who have been involved in this amazing programme, not least our 100+ mentors, who give so generously of their time and expertise to support (and learn from) the mentees on the programme.

We have spent considerable time this year evaluating the programme, designing and planning an improved offering and fundraising against that. Thanks to the faith our funders, new and old, have in this programme, we are absolutely delighted to have secured funding for a further 3 years for the programme, which kicked off in early 2025.

3. Early Education and Childcare

Our other major thematic programme of work this year has been on developing a research and advocacy campaign on **childcare in Wales**. Our members consistently report that lack of affordable, accessible and quality childcare is a major barrier to realising gender equality and this issue has come into particular focus this year as major changes in childcare provision have been announced in England. We are campaigning to ensure that policy in Wales is fit for purpose and benefits children and families (predominantly mothers) and that lower and middle income families are not left behind. Our submissions were taken on board by the Sender's Equality and Social Justice Committee in their report on Childcare published in July 2024. Our centring of childcare in our submissions to the Senedd Finance Committee in early 2025 was widely quoted by the Committee and helped to ensure that more money was allocated to childcare in for the 2025-26 budget. Against these incremental wins, we have this year built out our work on childcare and secured funding to undertake a major piece of research on childcare in Wales. This started in early 2025 with desk research and a major survey which garnered almost 800 responses from families with children under 5 across Wales. This, as with all our work, demonstrate our determination to underpin our campaigning with excellent research and innovate and carefully-considered policy recommendations.

Our report will be published in late 2025 and we will work to influence parties' manifesto pledges on this important issue.

4. An accessible and informative WEN

This year we have focused not only on growing our network, but also on developing a more accessible and informative offering to our members and this will continue to be a focus in the coming years.

4.1 Championing women on International Women's Day (WAD)

We marked IWD with a more informal event, than usual, as we test ways to engage our members in new ways. We held a screening of the inspirational film Mothers of the Revolution about the Greenham Common Women's Peace Camp, including the formidable Welsh women among its founding members. We are grateful to Tramshed of hosting this lovely event.

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

This year we again updated our International Women's Day toolkit for schools and youth groups, shared it with schools for the fifth year. We are proud to be able to share a resource full of activities and learning on gender equality and women's rights, to help us work towards our objective of reaching out to the next generation of young activists. The toolkit was originally coproduced with a group of primary and secondary education specialists. The group scrutinised toolkit ideas, suggested approaches and advised on content. We are grateful to the schools and also to Griffin Books and Books Council for Wales who suggested reading lists.

4.2 Press coverage

This year we again amplified our policy work and drew wider positive attention to WEN in both English and Welsh language press. BBC Wales, WalesOnline, and Nation Cymru among others. Topics included diverse and equal representation, violence against women and girls, and women's health, publicising WEN's key messages and policy asks in these areas to national audiences and the general public.

4.3 Social media

This year signalled a change in our social media strategy, which saw a shift away from X and towards Instagram, LinkedIn, and a new Bluesky account. After identifying Instagram as a target for growth in our audience and engagement, the use of explainers and tie-ins to awareness days saw our reach on the platform rise by 357% year on year, raising brand awareness of WEN Wales. Several attendees at our IWD event in March cited the Instagram promotion of the event as their first introduction to WEN, and some were converted into members of our coalition. While the vast majority of our content remains organic, targeted use of paid advertising on a key call to action helped to increase our Facebook reach by 58% and achieve our goal in the number of responses to a survey crucial to our research on childcare. LinkedIn has this year delivered a higher number of impressions versus content than any other platform, and as we transition away from X it increasingly becomes a key platform to reach our audience and achieve our objectives. We joined Bluesky towards the end of Q4, with the aim of harnessing the momentum of users switching from X to Bluesky. We will continue to trial this platform into the year 2025-26, as the social media sphere becomes ever more fragmented, analysing where best to focus our efforts and resources.

In 2024-25, we received 12k visitors to our website who between them completed 90k engagement events - this includes engagement such as clicks, file downloads, page views, and scrolling. In 2025-26, we will look to refocus efforts on driving visitors to our website with an increase in new, relevant content and improvements to Search Engine Optimisation.

Via the Gender Network, our intersectional policy forum, we continue to share weekly policy updates including information on what is taking place in the Senedd on gender equality and women's rights.

Our members have been more engaged than ever with our newsletter communications this year, with a year-on-year rise in the engagement rate.

Governance, Structure & Management

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

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

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

Risk Management

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

Public Benefit

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

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Recruitment & Appointment of the Management Committee

WEN Wales can have a maximum of 9 Trustees, all of whom must be members who are elected to serve for three years and for a maximum of two terms. The Trustees may at any time co-opt any individual who is qualified to be elected as a Trustee to fill a vacancy in their number or as an additional Trustee, but co-opted Trustees hold office only until the next election of Trustees or until removed by the Trustees (whichever is earlier).

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

All members of WEN are eligible to be Trustees.

Staff

Director	Victoria Vasey	from September 2023
Finance Lead	Catherine Chatham	from August 2019
Communications & Engagement Lead	Megan Evans	from July 2020
Policy & Public Affairs Manager	Jessica Laimann	from June 2021
Programmes Manager	Annmarie Brown	from January 2025
Mentoring Project Manager	Joys Njini	from October 2021 to July 2024
Partnerships and Fundraising Manager	Shannon Gossage	from April 2022 to September 2024
Interim Development Manager	Casandra Boruzescu	from September 2024
Diverse 50:50 Campaigner	Evelyn James	from August 2021 to September 2024
Communications Officer	Katie Baskerville	from August 2024
Research & Policy Officer	Inioluwa Longe	from October 2024
Research & Policy Officer	Alex Harrison	from February 2025
Administrative Assistant	Rebecca Wilson	from January 2023
WWBG Coordinator & Policy Assistant	Hannah Griffiths	from October 2023

Current Trustees - Date elected for three-year term

Jennifer Ramsay - November 2021

Mary Ann Brocklesby (Chair) - November 2021

Suzy Davies (Treasurer) - November 2021

Kate Ellis - October 2022

Katy Hales - October 2022

Aliya Mohammed - December 2023

Elizabeth Evans - December 2023

Nancy Lidubwi - December 2023 to July 2025

Nina Durant - December 2023

Thank you to Nancy, who stepped down this year due to other commitments. Nancy has been a valued board member for two years since she was co-opted and later voted in.

Financial Review

Principal Funding Sources

WEN received total funds for the year £451,127 (made up of unrestricted funds £85,148; restricted funds £365,979).

WEN's largest funding source (42%) is the Welsh Government, through the Equality and Inclusion Grant of £120,000 (2024: £120,000) and a contribution to the EPEV programme of £70,250 (2024: £50,000). The Esmée Fairbairn Foundation funds 15% of WEN's total income at £68,900 (2024: £70,000). National Lottery funds 10%, through the People and Places fund of £35,832 (2024: £142,000) and Awards for All of £10,013 (2024: £20,000).

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

Reserves Policy

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07891533 (England and Wales)

Registered Charity number

1145706

Registered office

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

Trustees

Mary Ann Shelley Brocklesby
Linda Suzanne Davies
Jennifer Ramsay
Nina Durant
Nancy Kahera Lidubwi (resigned 5.7.25)
Elizabeth Evans
Alia Habib Mohammed

Independent Examiner

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

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

.....
Mary Ann Shelley Brocklesby - Trustee

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

Independent examiner's report to the trustees of Women's Equality Network Wales ('the Company')

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Alison Vickers

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

Date:

WOMEN'S EQUALITY NETWORK WALES

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	24,073	-	24,073	284
Charitable activities					
Equality Network Service		61,075	365,979	427,054	470,579
Total		<u>85,148</u>	<u>365,979</u>	<u>451,127</u>	<u>470,863</u>
EXPENDITURE ON					
Charitable activities					
Equality Network Service		83,389	283,812	367,201	417,065
NET INCOME		1,759	82,167	83,926	53,798
Transfers between funds	8	<u>(4,033)</u>	<u>4,033</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>(2,274)</u>	<u>86,200</u>	<u>83,926</u>	<u>53,798</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		124,978	7,368	132,346	78,548
TOTAL FUNDS CARRIED FORWARD		<u><u>122,704</u></u>	<u><u>93,568</u></u>	<u><u>216,272</u></u>	<u><u>132,346</u></u>

The notes form part of these financial statements

WOMEN'S EQUALITY NETWORK WALES

BALANCE SHEET 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
CURRENT ASSETS					
Debtors	6	60,735	24,455	85,190	27,647
Cash at bank and in hand		71,856	69,113	140,969	137,699
		<u>132,591</u>	<u>93,568</u>	<u>226,159</u>	<u>165,346</u>
CREDITORS					
Amounts falling due within one year	7	(9,887)	-	(9,887)	(33,000)
		<u>122,704</u>	<u>93,568</u>	<u>216,272</u>	<u>132,346</u>
NET CURRENT ASSETS					
		<u>122,704</u>	<u>93,568</u>	<u>216,272</u>	<u>132,346</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>122,704</u>	<u>93,568</u>	<u>216,272</u>	<u>132,346</u>
NET ASSETS		<u>122,704</u>	<u>93,568</u>	<u>216,272</u>	<u>132,346</u>
FUNDS	8				
Unrestricted funds				122,704	124,978
Restricted funds				93,568	7,368
TOTAL FUNDS				<u>216,272</u>	<u>132,346</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

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

.....
Alison Williams - Trustee

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under gift aid or deeds covenant is recognised at the time of the donation.

Grants are only included in the SoFA when the general income recognition criteria are met.

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services, as entitlement to the grant only occurs when the performance related conditions are met. Grants receivable are treated in different ways dependent upon their purposes and the terms of the grant.

Grants receivable to facilitate the general running of the charity are treated as unrestricted funds.

Expenditure

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

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

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

Allocation of support costs

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

Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

Employee Benefits

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

Legal status of the Charity

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

Tangible Assets

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

2. DONATIONS AND LEGACIES

	2025 £	2024 £
Donations	22,131	284
Legacies	1,942	-
	<u>24,073</u>	<u>284</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

4. STAFF COSTS

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

	2025	2024
Management	2	2
Direct Services	6	5
Admin	1	1
	<u>9</u>	<u>8</u>

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

The Key Management Personnel of the Charity received remuneration of £62,897 (2024: £52,573), this includes gross salary paid, employers national insurance contributions and employers pension contributions.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	284	-	284
Charitable activities			
Equality Network Service	79,187	391,392	470,579
Total	<u>79,471</u>	<u>391,392</u>	<u>470,863</u>
EXPENDITURE ON			
Charitable activities			
Equality Network Service	3,326	413,739	417,065
NET INCOME/(EXPENDITURE)	76,145	(22,347)	53,798
Transfers between funds	1,887	(1,887)	-
Net movement in funds	78,032	(24,234)	53,798
RECONCILIATION OF FUNDS			
Total funds brought forward	46,946	31,602	78,548
TOTAL FUNDS CARRIED FORWARD	<u>124,978</u>	<u>7,368</u>	<u>132,346</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	84,855	24,600
Other debtors	335	-
Prepayments and accrued income	-	3,047
	<u>85,190</u>	<u>27,647</u>

WOMEN'S EQUALITY NETWORK WALES

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	769	820
Social security and other taxes	4,030	5,729
Other creditors	1,308	1,579
Accruals and deferred income	-	3,105
Accrued expenses	3,780	21,767
	<u>9,887</u>	<u>33,000</u>

8. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	Transfers between funds	At 31.3.25
	£	£	£	£
Unrestricted funds				
General fund	53,478	12,859	(4,033)	62,304
Esmee Fairburn Foundation	71,500	(11,100)	-	60,400
	<u>124,978</u>	<u>1,759</u>	<u>(4,033)</u>	<u>122,704</u>
Restricted funds				
National Lottery	4,937	(4,937)	-	-
100 Welsh Women	730	-	-	730
Rosa	240	9,760	-	10,000
Women's Budget Group	-	(3,523)	3,523	-
JRRT	-	2,450	510	2,960
Awards for All	1,461	1,296	-	2,757
Aberdeen	-	15,996	-	15,996
Esmee Plus	-	1,125	-	1,125
Welsh Government EPEV	-	60,000	-	60,000
	<u>7,368</u>	<u>82,167</u>	<u>4,033</u>	<u>93,568</u>
TOTAL FUNDS	<u>132,346</u>	<u>83,926</u>	<u>-</u>	<u>216,272</u>

WOMEN'S EQUALITY NETWORK WALES

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

8. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	24,748	(11,889)	12,859
Esmee Fairburn Foundation	60,400	(71,500)	(11,100)
	<u>85,148</u>	<u>(83,389)</u>	<u>1,759</u>
Restricted funds			
Welsh Government Grant	120,000	(120,000)	-
WCVA - Third Sector Partnership Council	3,934	(3,934)	-
National Lottery	35,832	(40,769)	(4,937)
Oxfam	7,500	(7,500)	-
Rosa	10,000	(240)	9,760
Women's Budget Group	44,716	(48,239)	(3,523)
EYST Wales	5,000	(5,000)	-
WG Mentoring	10,250	(10,250)	-
JRRT	30,234	(27,784)	2,450
Awards for All	10,013	(8,717)	1,296
Aberdeen	20,000	(4,004)	15,996
Esmee Plus	8,500	(7,375)	1,125
Welsh Government EPEV	60,000	-	60,000
	<u>365,979</u>	<u>(283,812)</u>	<u>82,167</u>
TOTAL FUNDS	<u>451,127</u>	<u>(367,201)</u>	<u>83,926</u>

Comparatives for movement in funds

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

WOMEN'S EQUALITY NETWORK WALES

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

8. MOVEMENT IN FUNDS - continued

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

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

WOMEN'S EQUALITY NETWORK WALES

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

8. MOVEMENT IN FUNDS - continued

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

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	46,946	17,504	(2,146)	62,304
Esmee Fairburn Foundation	-	60,400	-	60,400
	<u>46,946</u>	<u>77,904</u>	<u>(2,146)</u>	<u>122,704</u>
Restricted funds				
Welsh Government Grant	-	(321)	321	-
WCVA - Third Sector Partnership Council	3,037	-	(3,037)	-
National Lottery	3,043	(3,043)	-	-
100 Welsh Women	1,096	(366)	-	730
Rosa	-	10,000	-	10,000
Women's Budget Group	-	(3,523)	3,523	-
EYST Wales	10,000	(10,000)	-	-
WCVA Fundraiser	10,213	(11,042)	829	-
ERS Cymru	2,056	(2,056)	-	-
JRRT	2,157	293	510	2,960
Awards for All	-	2,757	-	2,757
Aberdeen	-	15,996	-	15,996
Esmee Plus	-	1,125	-	1,125
Welsh Government EPEV	-	60,000	-	60,000
	<u>31,602</u>	<u>59,820</u>	<u>2,146</u>	<u>93,568</u>
TOTAL FUNDS	<u><u>78,548</u></u>	<u><u>137,724</u></u>	<u><u>-</u></u>	<u><u>216,272</u></u>

WOMEN'S EQUALITY NETWORK WALES

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2025**

8. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	32,719	(15,215)	17,504
Esmee Fairburn Foundation	131,900	(71,500)	60,400
	<u>164,619</u>	<u>(86,715)</u>	<u>77,904</u>
Restricted funds			
Welsh Government Grant	240,000	(240,321)	(321)
WCVA - Third Sector Partnership Council	7,435	(7,435)	-
National Lottery	178,360	(181,403)	(3,043)
100 Welsh Women	-	(366)	(366)
Oxfam	7,500	(7,500)	-
Rosa	17,000	(7,000)	10,000
Waterloo	5,000	(5,000)	-
Women's Budget Group	60,571	(64,094)	(3,523)
EYST Wales	5,000	(15,000)	(10,000)
WCVA Fundraiser	-	(11,042)	(11,042)
ERS Cymru	-	(2,056)	(2,056)
WG Mentoring	51,250	(51,250)	-
JRRT	64,395	(64,102)	293
WG - We Belong Here	12,375	(12,375)	-
Awards for All	19,985	(17,228)	2,757
Aberdeen	20,000	(4,004)	15,996
Esmee Plus	8,500	(7,375)	1,125
Welsh Government EPEV	60,000	-	60,000
	<u>757,371</u>	<u>(697,551)</u>	<u>59,820</u>
TOTAL FUNDS	<u>921,990</u>	<u>(784,266)</u>	<u>137,724</u>

WCVA - Third Sector Partnership Council

This transfer out of this fund during the year represents spend accounted for in the General Fund.

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

WOMEN'S EQUALITY NETWORK WALES
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	22,131	284
Legacies	1,942	-
	24,073	284
Charitable activities		
Grants	426,379	462,892
Other Revenue	675	7,687
	427,054	470,579
Total incoming resources	451,127	470,863
EXPENDITURE		
Charitable activities		
Wages	239,867	237,112
Social security	17,279	16,961
Pensions	10,936	11,648
Insurance	402	269
Communications and internet	3,560	3,883
Design, publications and marketing	4,104	2,106
Travel and subsistence	6,543	11,555
Membership and registration fees	1,277	908
Consultancy fees	4,250	-
Events and resources	520	539
IT Equipment	2,212	-
Translation costs	3,170	3,076
Training costs	-	1,348
Premises costs	6,064	5,775
Office Overheads	9,136	9,205
Policy & Research	8,805	3,000
Evaluation	713	1,836
EPEV partner payments	21,510	56,389
Recruitment	1,916	4,463
Staff Expenses	7,006	8,678
Events & Resources - Project	10,258	34,035
Staff Wellbeing	973	-
Bank charges	106	108
	360,607	412,894
Support costs		
Support costs		
Accountancy and legal fees	6,594	4,171
Total resources expended	367,201	417,065
Net income	83,926	53,798

This page does not form part of the statutory financial statements

WOMEN'S EQUALITY NETWORK WALES

England & Wales - Charity number 1145706

Accounts

ANNUAL REPORT AND ACCOUNTS

2023 - 2024

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Registered Office:

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

Registered Company Number:

07891533 (England and Wales)

Registered Charity Number: 1145706

Tel: 07511 939 235

Website: www.wenwales.org.uk

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

MESSAGE FROM THE CHAIR

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

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

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

Through it all, our membership network and partnerships remain crucial – we could not have become one of the leading voices for gender equality in Wales without you all. This year our organisational membership has grown by 5% and our social media following continues to grow. Feedback from members demonstrates the value of this growing, diverse network in bringing women across Wales together and keeping them informed of policy developments and women's rights, all resulting in them feeling more able to campaign and influence decision-making.

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

The loss of our sister voice in fighting for women's rights here in Wales is a blow to us and to the whole sector.

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

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

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

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

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

Mary Ann Brocklesby
Chair

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31 MARCH 2024

Our vision is a Wales free from gender discrimination.

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

Purpose & Objects

PURPOSE

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

OBJECTS

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

1. the promotion of equality; and
2. the promotion of human rights by all or any of the following means:
 - I. monitoring abuses of human rights;
 - II. obtaining redress for the victims of human rights abuse;
 - III. relieving need among the victims of human rights abuse;
 - IV. research into human rights issues;
 - V. educating the public about human rights;
 - VI. providing technical advice to government and others on human rights matters;
 - VII. contributing to the sound administration of human rights law;
 - VIII. commenting on proposed human rights legislation;
 - IX. raising awareness of human rights issues;
 - X. promoting public support for human rights;
 - XI. promoting respect for human rights among individuals and corporations;
 - XII. international advocacy of human rights; and
 - XIII. eliminating infringements of human rights,

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

Review of the Year

Our work this year focused around three strategic priorities:

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

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

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

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

We were proud to win the Champion of Diversity Award at the Welsh Charity Awards this year.

1.1. Policy work supporting the coalition

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

Via the Gender Network, our intersectional policy forum, we continue to share weekly policy updates including information on what is taking place in the Senedd on gender equality and women's rights; we also regularly consulted the group and collaborated on responses to policy consultations. The Gender Network is supported through our TSPC funding. It comprises 80 individuals from 41 organisations, as well as activists and academics.

As a key forum to develop policy positions and coordinate influencing work, the Gender Network remains central to our work and we are grateful for the continuous engagement of its members. Most importantly this year, together with the Gender Network, we developed a Feminist Manifesto for the 2024 General Election, which we highlighted with an expert panel at a WEN Café and circulated to all candidates standing in the 2024 General Election.

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

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

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

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

IWD 2024

*Invest in
Women:
Accelerate
Progress.*

For the fourth year in a row, we updated our International Women's Day toolkit for schools and youth groups. We are proud to be able to share a resource full of activities and learning on gender equality and women's rights, to help us work towards our objective of reaching out to the next generation of young activists. The toolkit was originally coproduced with a group of primary and secondary education specialists. The group scrutinised toolkit ideas, suggested approaches and advised on content. We are grateful to the schools and also to Griffin Books and Books Council for Wales who suggested reading lists.

1.3. Press coverage

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

1.4. WEN Café

Our series of WEN Cafés has continued this year, helping us to connect with our members and highlight our work. During the year we built on the success of our online WEN Cafés to connect our members, hear the lived experience of women, and gather policy views and

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

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

We continued to campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing diverse women. We want to see an increase in the diversity of women in political life – so that we see more BAME women, LGBTQ+ women, disabled women and women with other protected characteristics in politics in Wales.

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

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

2.1. Diverse5050

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

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

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

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

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

On 21 October, we held a one-day action 'We Belong Here – Women's Takeover of the Senedd' bringing together the women of Wales to connect, mobilise and champion their

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

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

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

2.2. Equal Power Equal Voice Mentoring Programme

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

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

The programme does a baseline survey and then asks the same questions at the end of the scheme to see how mentees have changed and that they have learnt. The results show that in every area, mentees from this year's cohort have grown:

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

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

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

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

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

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

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

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

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

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

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

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

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

Governance, Structure & Management

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

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

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

Risk Management

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

Public Benefit

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

Recruitment & Appointment of the Management Committee

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

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

All members of WEN are eligible to be Trustees.

STAFF

Director	Catherine Fookes	September 2017 to August 2023
Finance Lead	Catherine Chatham	from August 2019
Communications & Engagement Lead	Megan Evans	from July 2020
Policy & Public Affairs Manager	Jessica Laimann	from June 2021
Mentoring Project Officer	Annmarie Brown	from August 2021
Diverse 50:50 Campaigner	Evelyn James	from August 2021
Mentoring Project Manager	Joys Njini	from October 2021
Partnerships & Fundraising Manager	Shannon Gossage	from April 2022
Administrative Assistant	Rebecca Wilson	from January 2023
Director	Victoria Vasey	from September 2023
WWBG Coordinator & Policy Assistant	Hannah Griffiths	from October 2023

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

CURRENT TRUSTEES

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

DATE ELECTED FOR THREE YEAR TERM

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

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

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

FINANCIAL REVIEW

Principal Funding Sources

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

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

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

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

Reserves Policy

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07891533 (England and Wales)

Registered Charity number

1145706

Registered office

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

Trustees

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

Independent Examiner

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

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Approved by order of the board of trustees on 25th November 2024 and signed on its behalf by:



Mary Ann Shelley Brocklesby - Trustee

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

Independent examiner's report to the trustees of Women's Equality Network Wales (the Company)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Alison Vickers

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

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

				2024	2023
	Notes	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		284	–	284	4,129
Charitable activities					
Charitable activities		79,187	391,392	470,579	349,254
Total		79,471	391,392	470,863	353,383
EXPENDITURE ON					
Charitable activities					
Charitable activities		3,326	413,739	417,065	430,622
NET INCOME/(EXPENDITURE)		76,145	(22,347)	53,798	(77,239)
Transfers between funds	7	1,887	(1,887)	-	-
Net movement in funds		78,032	(24,234)	53,798	(77,239)
RECONCILIATION OF FUNDS					
Total funds brought forward		46,946	31,602	78,548	155,787
TOTAL FUNDS CARRIED FORWARD		124,978	7,368	132,346	78,548

BALANCE SHEET 31 MARCH 2024

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

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

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

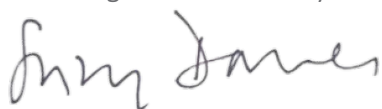
- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its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

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

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

25th November 2024

and were signed on its behalf by:



Linda Suzanne Davies - Trustee

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

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

1. ACCOUNTING POLICIES - continued

Allocation of support costs

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

Employee benefits

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

Legal status of the charity

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

Tangible assets

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

2. TRUSTEES’ REMUNERATION AND BENEFITS

There were no trustees’ remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees’ expenses

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

3. STAFF COSTS

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

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

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

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

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

7. MOVEMENT IN FUNDS

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

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

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

7. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

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

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

7. MOVEMENT IN FUNDS - continued

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

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

7. MOVEMENT IN FUNDS - continued

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

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

8. RELATED PARTY DISCLOSURES

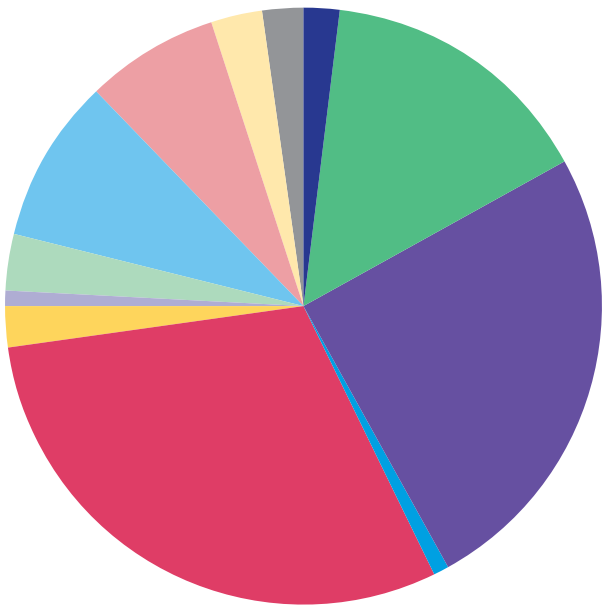
There were no related party transactions for the year ended 31 March 2024.

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

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

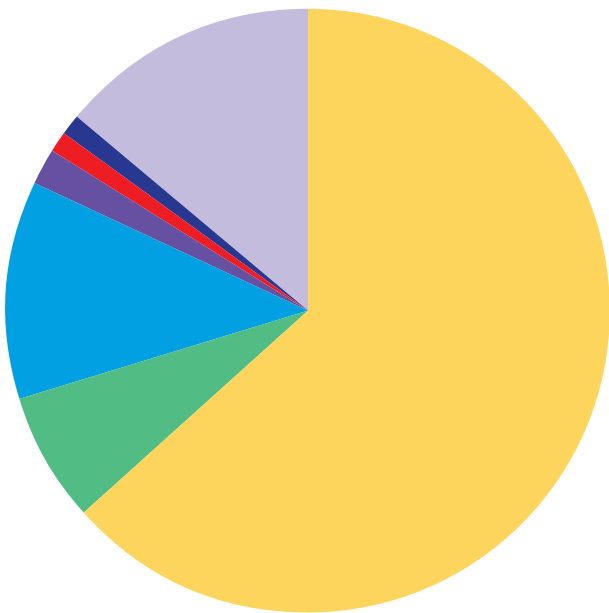
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 - Continued

INCOME



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

EXPENDITURE



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

WOMEN'S EQUALITY NETWORK WALES

England & Wales - Charity number 1145706

Accounts

REGISTERED COMPANY NUMBER: 07891533 (England and Wales)
REGISTERED CHARITY NUMBER: 1145706

**UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2023

FOR

WOMEN'S EQUALITY NETWORK WALES**

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

WOMEN'S EQUALITY NETWORK WALES

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WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

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

Tel: 07511 939 235
Website: www.wenwales.org.uk

Registered Company Number
07891533
(England and Wales)

Registered Charity Number
1145706

Message from the Chair

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

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

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

For International Women's Day in March, our first Salsa Night fundraiser brought together supporters old and new for an evening of dancing, connection, and delicious food, all in aid of WEN's work for a Wales free from gender discrimination. In the leadup to IWD, we deepened our engagement with schools across Wales with our updated toolkit to inspire the next generation of activists. IWD was also the perfect time to announce a huge upcoming event as we partner with Elect Her to take over the Senedd this October for We Belong Here. We're very excited about this unique event bringing together the women of Wales to connect, mobilise and champion their role in Welsh democracy.

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

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

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

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

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

Mary Ann Brocklesby, Chair

Trustees' Annual Report for the year ending 31 March 2023

Our vision is a Wales free from gender discrimination.

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

Purpose & Objects

Purpose

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

Objects

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

1. the promotion of equality; and
2. the promotion of human rights by all or any of the following means:
 - I. monitoring abuses of human rights;
 - II. obtaining redress for the victims of human rights abuse;
 - III. relieving need among the victims of human rights abuse;
 - IV. research into human rights issues;
 - V. educating the public about human rights;
 - VI. providing technical advice to government and others on human rights matters;
 - VII. contributing to the sound administration of human rights law;
 - VIII. commenting on proposed human rights legislation;
 - IX. raising awareness of human rights issues;
 - X. promoting public support for human rights;
 - XI. promoting respect for human rights among individuals and corporations;
 - XII. international advocacy of human rights; and
 - XIII. eliminating infringements of human rights,

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

Review of the Year

Our work is focused around three strategic priorities:

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

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

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

1. Grow and mobilise a coalition of activists to campaign with us

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

1.1. Growth in our coalition

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

1.2. Policy work supporting the coalition

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

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

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

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

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

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

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

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

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

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

1.4. Press coverage

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

1.5. WEN Café

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

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

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

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

2. Diverse 50:50: Diverse and equal leadership in the Senedd and in Local Government:

2.1. Campaigning for Change

We continued to campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing different women. This year, the Diverse 5050 campaign has moved into Phase Two, with the ultimate aim of getting equal seats and diverse representation in Wales in the Senedd and in Local Government, reflective of the Welsh population. We want to increase the diversity of women in political life - so that we see more BAME women, LGBTQ+ women, disabled women and women with other protected characteristics in politics in Wales.

Building on the historical success of Phase 1 of the Diverse 5050 campaign, we now want to ensure the Welsh Government's commitment to legally binding gender quotas, secured in Phase 1, becomes reality. Although Welsh Government has agreed to the quotas, we must now make sure that this commitment is implemented into the legislation currently being developed.

The three aims of Phase Two of the Diverse 5050 Campaign are to:

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

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

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

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

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

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

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

- The Diverse5050 campaign won the Wales online Diversity and Inclusion Awards for the category of Gender Equality Champion/Campaign of the year.
- Diverse5050 campaign was shortlisted by the Sheila McKechnie Foundation (SMK) as Best Coalition where we were awarded 1st runner up in that category.
- Our Diverse5050 Campaign Manager won the leadership and management awards category at the EMWWA Awards.
- JRRT Funding was approved for the second phase of the campaign.
- Rosa Funding application was successful in support of the campaign.

2.2. Equal Power Equal Voice Mentoring Programme

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

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

Highlights include:

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

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

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

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

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

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

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

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

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

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

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

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

3. Strengthen women's rights by ensuring CEDAW principles enshrined in Welsh Law

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

We continued our work on a key women's rights concern - the lack of recognition and fair reward for care work, which forms the invisible network that keeps our society running. The campaign, led by a steering group of Carers Wales, Chwarae Teg, Oxfam Cymru, Race Council Cymru, TUC Cymru as well as WEN, is unique in acknowledging that the crises in childcare, social care and unpaid care are also connected and link back to the undervaluation of work traditionally performed by women. Following the formation of our steering group, we developed our key campaign objectives, engaged with various stakeholders and prepared an initial policy briefing as well as the official launch of the Make Care Fair Campaign for summer 2022.

3.1. National and International networks

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

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

4. A sustainable WEN Wales

In 2022 WEN Wales successfully recruited a Partnerships and Fundraising Manager with the support of the WCVA's Third Sector Resilience Fund. This has enabled us to strategically plan and focus on income generation for multi-year projects and diversify our unrestricted funding to create a more sustainable WEN Wales. Throughout the year we have launched several different fundraising campaigns to encourage engagement with corporate partners, members and funders.

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

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

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

Governance, Structure & Management

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

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

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

Risk Management

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

Public Benefit

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

Recruitment & Appointment of the Management Committee

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

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

All members of WEN are eligible to be Trustees.

Staff

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

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

WOMEN'S EQUALITY NETWORK WALES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Current Trustees - Date elected for three-year term

Mary Ann Brocklesby (Chair) - November 2021

Rhian Davies (Vice Chair) - December 2017, re-elected November 2020

Suzy Davies - November 2021

Tania Silva - November 2020

Rahila Hamid - November 2021

Jenifer Ramsay - November 2021

Nancy Lidubwi - January 2023 Co-opted

Katy Hales - October 2022

Kate Ellis - October 2022

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

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

This year at our AGM in November we will be very sad to say goodbye to our Vice Chair Rhian Davies who has been with us for six years and supported WEN in many ways including improving our understanding of the social model of disability. A huge thankyou to Rhian. Tania Silva will also be leaving us due to her change in job role and we also thank her hugely for her time and dedication.

Financial Review

Principal Funding Sources

WEN received total funds for the year £353,383 (made up of unrestricted funds £10,414; restricted funds £342,969). WEN's main funding comes from the Welsh Government Equality and Inclusion Grant of £120,000 (2022: £120,105).

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

Reserves Policy

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07891533 (England and Wales)

Registered Charity number

1145706

WOMEN'S EQUALITY NETWORK WALES

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

Registered office

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

Trustees

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

Independent Examiner

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

5th December 2023

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



.....
Mary Ann Shelley Brocklesby - Trustee

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

Independent examiner's report to the trustees of Women's Equality Network Wales ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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



Alison Vickers

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

Date: ..5 December 2023.....

WOMEN'S EQUALITY NETWORK WALES

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

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

The notes form part of these financial statements

WOMEN'S EQUALITY NETWORK WALES

**BALANCE SHEET
31 MARCH 2023**

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

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

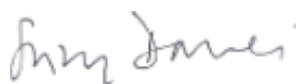
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on ~~5th December 2023~~ and were signed on its behalf by:



.....
Suzy Davies - Trustee

WOMEN'S EQUALITY NETWORK WALES

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

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

Allocation of support costs

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

WOMEN'S EQUALITY NETWORK WALES

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

1. ACCOUNTING POLICIES - continued

Employee Benefits

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

Legal status of the Charity

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

Tangible Assets

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

2. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

3. STAFF COSTS

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

	2023	2022
Management	2	2
Direct Services	5	4
Admin	1	1
	<u>8</u>	<u>7</u>

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

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

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	338	-	338
Charitable activities			
Charitable activities	950	337,303	338,253
Total	<u>1,288</u>	<u>337,303</u>	<u>338,591</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	251	243,139	243,390
NET INCOME	1,037	94,164	95,201
RECONCILIATION OF FUNDS			
Total funds brought forward	36,314	24,272	60,586

WOMEN'S EQUALITY NETWORK WALES

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

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>37,351</u>	<u>118,436</u>	<u>155,787</u>

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	17,375	22,031
Prepayments	-	5,888
	<u>17,375</u>	<u>27,919</u>

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

7. MOVEMENT IN FUNDS

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

WOMEN'S EQUALITY NETWORK WALES

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

7. MOVEMENT IN FUNDS - continued

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

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

Comparatives for movement in funds

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

WOMEN'S EQUALITY NETWORK WALES

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

7. MOVEMENT IN FUNDS - continued

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

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

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

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

WOMEN'S EQUALITY NETWORK WALES

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

7. MOVEMENT IN FUNDS - continued

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

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

8. RELATED PARTY DISCLOSURES

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

WOMEN'S EQUALITY NETWORK WALES
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

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

This page does not form part of the statutory financial statements

WOMEN'S EQUALITY NETWORK WALES

England & Wales - Charity number 1145706

Accounts

ANNUAL REPORT AND ACCOUNTS

2021 - 2022

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Registered Office:

WEN Wales,
International House,
10 Churchill Way,
Cardiff, CF10 2HE

Registered Company Number:

07891533 (England and Wales)

Registered Charity Number: 1145706

Tel: 07511 939 235

Website: www.wenwales.org.uk

MESSAGE FROM THE CHAIR

This year, the 10th anniversary of WEN Wales, has seen us go from strength to strength. Our **campaigning** is making a real difference for women in Wales; our **connections** are raising up women's voices and exposing the rich diversity of women's lives and experiences. And **championing** inspirational women, always a pleasure, has become easier as so many Welsh women have stepped into the public arena. Core to all our achievements has been the partnerships and networks that sustain and nourish the life blood of WEN. Without them, WEN could not have become one of the leading voices for women's equality in Wales.

Our intersectional and diverse membership has grown by 11% this year among individuals and our organisational membership has grown by 81%, thanks to highly effective campaigning and engagement. Press coverage is up and we are reaching 650,000 people on social media with a 10% increase in followers. WEN Cafes, begun in 2020, continue to ignite debate and set the policy agenda. Almost 600 people have attended this year alone, 97% of whom feel more empowered to speak out and more informed about women's rights, and 95% of whom feel more able to influence.

Our strategic priorities remained focused on campaigning for diverse and equal leadership in Welsh political institutions and embedding CEDAW principles into Welsh law. Our persistence, clear messaging, strong partnerships and networks has paid off. The Welsh Government has now pledged to incorporate CEDAW into Welsh law. In May, in what is an historic achievement for all women, the Welsh government announced it would legislate for gender quotas across government. This is what our Diverse5050 campaign has pushed for and it is a great victory for the campaign and all those organisations who supported it. Our success is being recognised. Diverse5050 is up for an award in the Wales Online Diversity and Inclusion Awards 2022.

There is still much to do to ensure that racialised women, disabled women, and LGBTQ+ women equally benefit from the legal changes and feel supported to stand in national and local elections. Our work on mentoring has widened, reflecting our determination to work with others to increase diversity of representation. We took a lead in establishing Equal Power Equal Voice (EPEV) - a cross equalities partnership mentoring programme alongside Stonewall Cymru, Disability Wales, and Ethnic Minorities & Youth Support Team (EYST) Wales. In the first year of a substantive 3-year funded programme, 97 mentees were supported, challenged and mentored by EPEV staff, the training and the wonderful, inspiring mentors. EPEV was also deservedly nominated for a Wales Online Diversity and Inclusion Award.

Almost 600 women have attended WEN Cafes this year. 97% feel more informed about women's rights.

The online celebrations of WEN at Ten were moving, joyful and poignant. Past and current staff, mentees and mentors, partner organisations and friends such as international footballer Jess Fishlock joined together to reminisce, share stories, and celebrate our milestones and achievements. We also looked forward to the next ten years in launching our fundraising campaign. Diversifying our funding so that WEN Wales reduces its reliance on grants will be key to us remaining a resilient and thriving organisation in increasingly challenging times. The signs for this to happen look promising. Our funding

has grown from from £157,052 to £338,591 and we now have a fundraiser in place thanks to the Third Sector Resilience Fund. We are enormously grateful to all our current funders whose support and flexibility during the Covid pandemic has been both a necessity and a benefit allowing us to maintain our quality and agility of work programmes. A big thank you goes to Joseph Rowntree Reform Trust, National Lottery, Welsh Government, the Third Sector Resilience Fund and Third Sector Partnership Council (WCVA).

Staying true to our values, the team have worked relentlessly with kindness in progressing our goals.

Thank you to our team of dedicated staff. The main reason why over our 10 years of existence, WEN Wales has been able to put its head above the parapet and demand loudly for women's equality is the quality and strength of our staff team. This year the numbers grew from 5 to 8. Along with current staff, each and every member of the team has had an impact. Staying true to our values, they have worked relentlessly with kindness in progressing our goals. There is more to do and our staff working with our members and supporters will be there at the heart of all that we do. We are grateful for the generosity of spirit and determination to act. Our thanks go to all of you for your work, support, engagement, and ideas. We look forward to the next 10 years of WEN Wales working tirelessly for a Wales free from gender discrimination.

Mary Ann Brocklesby
Chair

A handwritten signature in black ink, reading 'Mary Ann Brocklesby'.

CONNECT

57% INCREASE
IN VISITORS
TO OUR
WEBSITE

 **#WENATTEN**
TRENDED
ON TWITTER

ORGANSIATIONAL
MEMBERS UP BY

81%

WEN CAFES

600 PEOPLE ATTENDED

97% FELT MORE
EMPOWERED TO SPEAK OUT

95% FELT MORE
ABLE TO INFLUENCE

97% FELT MORE INFORMED
ON WOMEN'S RIGHTS

**LAUNCHED WEN
CAFE PODCAST**



650,000

PEOPLE REACHED
ON SOCIAL MEDIA

GENDER NETWORK
INCREASED BY

23% 

**SOCIAL MEDIA
FOLLOWERS**

 **10%**

WE CELEBRATED OUR TENTH BIRTHDAY!

CHAMPION

WALES ONLINE
NOMINATED US
FOR TWO
**DIVERSITY
& INCLUSION
AWARDS**



LAUNCHED
**EQUAL
POWER
EQUAL
VOICE**
CROSS-EQUALITIES
MENTORING
SCHEME

CAMPAIGN

#DIVERSE 50:50
SENEDD VOTED FOR
REFORM PACKAGE
INCLUDING STATUTORY
GENDER QUOTAS



**WELSH GOVERNMENT
COMMITTS TO INCORPORATE
CEDAW* PRINCIPLES
IN WELSH LAW**

**INTERNATIONAL WOMEN'S DAY TOOLKIT
DISTRIBUTED TO EVERY SCHOOL IN WALES**

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31 MARCH 2022

Our vision is a Wales free from gender discrimination.

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

Purpose & Objects

PURPOSE

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

OBJECTS

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

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

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

Review of the Year

Our work is focused around three strategic priorities:

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

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

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

We continued to grow and mobilise our coalition of members and supporters across Wales with increased engagement with our members via WEN Cafés and other events, regular newsletters, blogs, and communications, our IWD toolkit, and partnership working on campaigns and events.

1.1. Growth in our coalition

- Individual members increased by 11%
- Social media audience increased by 10%
- Organisational members increased by 81%
- Total growth in coalition over the year: 10%
- Website visitors grew by 57% year on year

Our coalition grew in total by 10% over the year, including increasing our number of organisational members by 81%

1.2. Policy work supporting the coalition

Via the Gender Network, our intersectional policy forum, we shared weekly policy updates including information on what is taking place at the Senedd around gender equality and women's rights; we also regularly consulted the group and collaborated on responses to policy consultations. The Gender Network is supported through our TSPC funding. It comprises 74 individuals from 38 organisations as well as activists and academics, and we grew the network this year with a 35% increase in membership from 31 March 2021.

We coordinated a range of collaborative influencing work through the Gender Network. At the start of the Sixth Senedd, we successfully lobbied for a dedicated Equality and Social Justice Committee and, once that Committee was in place, wrote a joint letter setting out the network's key priorities. Our members' feedback and lived experience significantly shaped our consultation response on childcare and parental employment as well as our work on diverse and equal representation. We met to explore ideas around a caring campaign for Wales and, in collaboration with FTWW, raised women's health as a priority area for the Health and Social Care Committee and facilitated a session on the women's health coalition.

This ability to collaborate and work jointly on different policy areas is what makes WEN unique and provides measurable benefits for our members. A satisfaction and impact survey conducted in summer 2021 shows that:

- 90% would recommend the network to fellow organisations, activists or academics;
- 90% feel more informed on policy developments; and
- 48% feel more able to influence due to being a member of the Gender Network

Based on the insights of our own and members' policy research, we responded to Senedd, Welsh Government and UK Government consultations on a range of topics, including relationship and sexuality education, mental health inequalities, Human Rights Act reform, VAWDASV and the Race Equality Action Plan.

WEN Wales is also the Secretariat of the Cross Party Group on Women, which was chaired this year by Sian Gwenllian MS. The group hosted a range of expert speakers on diversity and gender quotas and has been a crucial force in building sustained momentum around the asks of our Diverse5050 campaign. We are extremely grateful for the chair's support and leadership.

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

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

The toolkit was originally coproduced with a group of primary and secondary education specialists. The group scrutinised toolkit ideas, suggested approaches and advised on content. We are grateful to the schools and also to Griffin Books and Books Council for Wales who suggested reading lists. This year we are also grateful to the Office of the Children's Commissioner for Wales, who reviewed the toolkit and offered additional advice.

The updated 2022 toolkit was launched in January and distributed directly to every school in Wales and a number of youth group associations. The toolkit was also distributed via Welsh Government's Hwb and available for download on our website.

1.4. Press coverage

This year our key press highlights included strong coverage of our childcare policy asks on BBC Radio Wales, Newyddion S4C, Western Mail, the Institute for Welsh Affairs blog and printed edition of 'Welsh Agenda' and BBC News Online. Coverage of our position on gender and diversity quotas featured in The National, Western Mail, and Business News Wales. We also received coverage making the case for Universal Basic Income in BBC News online, WalesOnline, ITV News online, and The National. We received further coverage on a range of topics in Women's Health magazine, Business Live, Byline Times, Wales247 and the South Wales Argus.

1.5. WEN Café

During the year we built on the success of our online WEN Cafes to connect our members, hear the lived experience of women, and gather policy ideas and recommendations from experts on our panels.

We learnt from our incredible panellists on a variety of topics including the right to adequate housing, the rights of older women, diverse and equal representation, and LGBT+ life in Wales past, present and future. Working in partnership with organisations such as the National Federation of Women's Institutes (WI) Wales, Tai Pawb, and FOR Cardiff on Café events, with Disability Wales, ERS Cymru, EYST, Race Alliance Wales, Race Council Cymru, and Stonewall Cymru on the Equalities Hustings, and with partners such as Fawcett Society on other events during the year, we were able to reach new audiences.

We publish the recordings of the Cafes and follow up with the relevant government minister on the policy recommendations so that the Cafes lead to real change. This year, we made WEN Cafes more accessible – for those unable to attend live, recordings are available on YouTube. We also launched the WEN Café Podcast for the first time, available on all major podcast platforms to listen and download.

100%

of respondents
rated WEN at TEN
excellent or very
good

In total this year, 588 people attended our WEN Cafes and online events such as our tenth anniversary celebration WEN at Ten. 97% of those who completed our feedback survey felt more empowered to speak out and more informed on women's rights as a result of attending, and 95% felt more able to influence.

1.6. WEN at Ten

This year we celebrated WEN's tenth anniversary, launched with the online WEN at Ten event in November. Jess Fishlock MBE was keynote speaker at the event and had a fascinating conversation with Professor Laura McAllister. Krystal S Lowe recited two moving and powerful poems, and attendees heard from a variety of inspirational women linked to WEN.

We received overwhelmingly positive feedback from attendees, learning that they view WEN as inclusive and diverse. One attendee declared the event *"a great example of how to demonstrate a visible, inclusive, comfortable, safe space, where all women are represented, heard, and can share."* 100% of respondents in the event feedback survey rated the event either 'excellent' or 'very good.' #WENatTen trended on Twitter and posts featuring the hashtag gained 69,000 impressions on the day itself.

2. DIVERSE 5050: DIVERSE AND EQUAL LEADERSHIP IN THE SENEDD AND IN LOCAL GOVERNMENT:

2.1. Campaigning for Change

We continued to campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing different women. This year, our

coalition campaign #Diverse5050 continued to call for diversity and gender quotas to ensure our politicians truly represent the whole population.

The campaign coalition sent an open letter to the Special Purpose Committee signed by all coalition partners and gave verbal evidence to the Committee. This and our partners' work on the campaign resulted in their final report supporting and recommending the integration of legally binding gender quotas to the Senedd and an increase in the Size of the Senedd. This was a historic moment for WEN as Wales is set to become the first country in the UK to legislate for gender quotas, ensuring that gender equality will be 'baked in' to the Senedd for years to come, no matter what political party forms the Government.

The Senedd too held deliberations about the Special Purpose Committee report and a majority voted in favour of its recommendations for gender quotas.

Looking forward WEN Wales will continue to work with the Constitutional Committee to ensure that the wording in the Bill is right on quotas and to ensure there is no legal challenge. We will continue to engage with MSs of all parties as well as with County Councils with regards to enforcing strong diversity measures in the selection of candidates.

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

- The Diverse5050 campaign was nominated as finalist for Wales online Diversity and Inclusion Awards for the category of Gender Equality Champion/Campaign of the year.
- The Programme for Government committed to enshrining new legal protections for women into Welsh law, via the UN's Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- 27 organisations representing approximately 17k people signed up to our Diverse5050 campaign aims

2.2. Equal Power Equal Voice Mentoring Programme

This year saw the launch of the Equal Power Equal Voice Mentoring Programme, a three year programme funded by the National Lottery and Welsh Government. The programme is a partnership with Disability Wales, EYST and Stonewall Cymru with WEN as lead partner.

The purpose of the programme is to mentor diverse women, Black, Asian and Minority Ethnic people, disabled people and LGBT people to be involved in public life, whether standing for political office, serving on public boards, charity boards, or as school governors. 97 mentees took part in the programme.

It started in February 2022 with most training events being delivered virtually using the web conferencing programme Zoom due to the pandemic and to aid inclusivity. Sessions were recorded for those mentees who were unable to attend events. Sessions on Boards and Local Government and Campaigning for Public Office and Social Change were held

initially and later in the year mentees had training on how the Senedd and Westminster works, enabling them to see and access the seats of power in the UK and Wales.

The team are incredibly proud of the achievements of our mentees so far, and already have some successes to share;

- 2 mentees have started new businesses
- 9 mentees stood for the Council elections this year, and we are pleased that 3 were successful.
- 1 mentee is now working with the Welsh Government.
- A mentee is successfully running a campaign to improve endometriosis healthcare in Wales, and was also a finalist for the Gender Equality Champion award at the Wales Online Diversity and Inclusion Awards
- Another mentee was a finalist for the LGBTQ+ Champion/Initiative or Campaign of the Year award at the Wales Online Diversity and Inclusion Awards.

We are also delighted that the Equal Power Equal Voice Mentoring Programme was a finalist for the Wales Online Diversity and Inclusion Awards.

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

CEDAW

Convention for the Elimination of All Forms of Discrimination Against Women

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

Following extensive campaigning around this, we were delighted to see Welsh Government's commitment in the programme for the Sixth Senedd to incorporate the UN's Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) into Welsh law. However, the commitment comes at a time of great uncertainty. While we recognise that Wales' devolved powers do not currently allow for the full incorporation of CEDAW, adopting the principles into Welsh policies and legislation regarding devolved matters will help to protect and strengthen women's and girls' rights in Wales. We continue to be represented on the Strengthening Human Rights Steering, the Wales Human Rights Stakeholder Group and the Senedd Cross Party Group on Human Rights. We have also been in discussions with partners working on the incorporation of the Convention on the Rights of Disabled People (CRPD) and the Convention on the Elimination of All Forms of Racial Discrimination (ICERD), to ensure this takes into account the situation of women experiencing intersecting discrimination.

A key women's rights concern that came to the forefront during the pandemic is women's unequal caring responsibilities. It also emerged as a key priority for our members, which led us to establish a Caring Coalition, led by a steering group of six partner organisations – Carers Wales, Chwarae Teg, Oxfam Cymru, Race Council Cymru, TUC Cymru as well as ourselves. Together we decided to campaign for policy change that makes childcare and social care more affordable and accessible whilst improving the pay and conditions of the overwhelmingly female workforce in these sectors.

3.1. National and International networks

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

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

4. A SUSTAINABLE WEN WALES

2021 was our tenth anniversary year and WEN Wales used the opportunity to launch a year of fundraising with the aim of raising £10k in our tenth anniversary year. The WEN at Ten campaign was soft launched in February 2022. Activities were planned for the year including a sky dive and a cold-water swim. Other avenues of fundraising that were explored included signing up to Amazon Smile and Easy Fundraising, but they were not utilised to raise any funds in this financial year. Additionally, the foundations for the Corporate Offer 'WEN Business' were discussed along with a list of warm contacts to prospect.

£10,000

WEN Wales
fundraising aim
in our 10th year

A fundraising strategy was developed and signed off by the board to ensure that WEN Wales continues to diversify its funding.

Governance, Structure & Management

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

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

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

Risk Management

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

Public Benefit

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

Recruitment & Appointment of the Board

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

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

All members of WEN are eligible to be Trustees.

STAFF

Director	Catherine Fookes	From September 2017
Finance & Admin Officer	Catherine Chatham	From August 2019
Communications & Engagement Officer	Megan Evans	From July 2020
Policy & Public Affairs Officer	Jessica Laimann	From June 2021
Mentoring Project Officer	Annmarie Brown	From August 2021
Diverse 50:50 Campaigner	Evelyn James	From August 2021
Mentoring Project Manager	Joys Njini	From October 2021

We are extremely grateful also for the contribution of Rose Widlake, Alexandra Fox, Anouk Smith, and Beth Fry who all supported our Policy and Communications work this year.

CURRENT TRUSTEES

Name & Role	Date elected for 3-year term
Mary Ann Brocklesby (Chair)	November 2021
Alison Williams (Treasurer)	July 2019
Rhian Davies (Vice Chair)	December 2017, re-elected November 2020
Ruth Fowler	April 2019
Tania Silva	November 2020
Wanjiku Mbugua	November 2020
Lowri Walters	November 2020
Suzy Davies	November 2021
Rahila Hamid	November 2021
Jennifer Ramsay	November 2021

We are also grateful to Kate Ellis and Sarah John who were co-opted on to the board during the year.

FINANCIAL REVIEW

Principal Funding Sources

WEN received total funds for the year £338,591 (made up of unrestricted funds £1288; restricted funds £337,303).

WEN's main funding comes from the Welsh Government Equality and Inclusion Grant of £120,105 (2021: £145,000).

Reserves Policy

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

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

Independent examiner's report to the trustees of Women's Equality Network Wales ('the Company') I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Alison Vickers

ACA

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



Date: 26/10/2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

			2022	2021
	Notes	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies		338	–	338
Charitable activities				
Charitable activities		950	337,303	338,253
Total		1,288	337,303	338,591
EXPENDITURE ON				
Charitable activities				
Charitable activities		251	243,139	243,390
NET INCOME		1,037	94,164	95,201
RECONCILIATION OF FUNDS				
Total funds brought forward		36,314	24,272	60,586
TOTAL FUNDS CARRIED FORWARD		37,351	118,436	155,787

BALANCE SHEET 31 MARCH 2022

				2022	2021
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
CURRENT ASSETS					
Debtors	5	19,180	8,739	27,919	11,168
Cash at bank		30,656	109,697	140,353	68,717
		49,836	118,436	168,272	79,885
CREDITORS					
Amounts falling within one year	6	(12,485)	-	(12,485)	(19,299)
NET CURRENT ASSETS		37,351	118,436	155,787	60,586
TOTAL ASSETS LESS CURRENT LIABILITIES		37,351	118,436	155,787	60,586
NET ASSETS		37,351	118,436	155,787	60,586
FUNDS	7				
Unrestricted funds				37,351	36,314
Restricted funds				118,436	24,272
TOTAL FUNDS				155,787	60,586

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

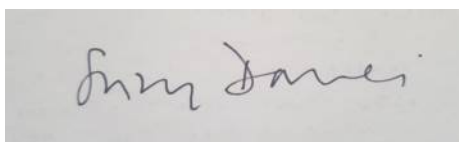
These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

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

28/10/2022

.....

and were signed on its behalf by:



.....

Suzy Davies - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

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

1. ACCOUNTING POLICIES - continued

Allocation of support costs

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

Employee Benefits

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

Legal status of the Charity

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

Tangible Assets

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

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

	2022	2021
Trustees' expenses	-	£100

3. STAFF COSTS

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

	2022	2021
Management	2	1
Direct Services	4	3
Admin	1	1
Total	7	5

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

The Key Management Personnel of the Charity received remuneration of £50,163 (2021: £47,677), this includes gross salary paid, employers national insurance contributions and employers pension contributions.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	21	–	21
Charitable activities			
Charitable activities	280	156,751	157,031
Total	301	156,751	157,052
EXPENDITURE ON			
Charitable activities			
Charitable activities	(1,903)	157,252	155,349
NET INCOME/(EXPENDITURE)	2,204	(501)	1,703
Transfers between funds	3,024	(3,024)	–
Net movement in funds	5,228	(3,525)	1,703
RECONCILIATION OF FUNDS			
Total funds brought forward	31,086	27,797	58,883
TOTAL FUNDS CARRIED FORWARD	36,314	24,272	60,586

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	22,031	8,288
Prepayments	5,888	2,880
Total	27,919	11,168

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	1,134	4,677
Social security and other taxes	7,136	12,894
Other creditors	2,337	–
Accrued expenses	1,878	1,728
Total	12,485	19,299

7. MOVEMENT IN FUNDS

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

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

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

7. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	31,086	2,204	3,024	36,314
Restricted funds				
Welsh Government Grant	3,899	6,954	(3,899)	6,954
WCVA - Third Sector Partnership Council	7,452	2,405	875	10,732
CEDAW	12,082	(12,082)	–	–
100 Welsh Women	2,909	(448)	–	2,461
Rosa	1,455	(1,455)	–	–
Fawcett	–	875	–	875
Waterloo	–	2,000	–	2,000
Women's Budget Group	–	1,250	–	1,250
	27,797	(501)	(3,024)	24,272
TOTAL FUNDS	58,883	1,703	–	60,586

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	301	1,903	2,204
Restricted funds			
Welsh Government Grant	145,000	(138,046)	6,954
WCVA - Third Sector Partnership Council	3,501	(1,096)	2,405
CEDAW	–	(12,082)	(12,082)
100 Welsh Women	–	(448)	(448)
Rosa	–	(1,455)	(1,455)
Fawcett	2,000	(1,125)	875
Waterloo	5,000	(3,000)	2,000
Women's Budget Group	1,250	–	1,250
	156,751	(157,252)	(501)
TOTAL FUNDS	157,052	(155,349)	1,703

7. MOVEMENT IN FUNDS - continued

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

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	31,086	3,241	3,024	37,351
Restricted funds				
Welsh Government Grant	3,899	–	(3,899)	–
WCVA - Third Sector Partnership Council	7,452	(5,652)	875	2,675
ig Lottery	–	44,848	–	44,848
CEDAW	12,082	(12,082)	–	–
100 Welsh Women	2,909	(448)	–	2,461
Rosa	1,455	(1,455)	–	–
EYST Wales	–	5,000	–	5,000
WCVA Fundraiser	–	37,261	–	37,261
ERS Cymru	–	5,000	–	5,000
WG Mentoring	–	2,270	–	2,270
JRRT	–	18,921	–	18,921
	27,797	93,663	(3,024)	118,436
TOTAL FUNDS	58,883	96,904	–	155,787

7. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,589	1,652	3,241
Restricted funds			
Welsh Government Grant	265,105	(265,105)	–
WCVA - Third Sector Partnership Council	7,002	(12,654)	(5,652)
Big Lottery	107,034	(62,186)	44,848
CEDAW	–	(12,082)	(12,082)
100 Welsh Women	–	(448)	(448)
Rosa	–	(1,455)	(1,455)
Fawcett	2,000	(2,000)	–
Waterloo	5,000	(5,000)	–
Women's Budget Group	6,250	(6,250)	–
EYST Wales	5,000	–	5,000
WCVA Fundraiser	37,477	(216)	37,261
ERS Cymru	5,000	–	5,000
WG Mentoring	24,436	(22,166)	2,270
JRRT	29,750	(10,829)	18,921
	494,054	(400,391)	93,663
TOTAL FUNDS	495,643	(398,739)	96,904

8. RELATED PARTY DISCLOSURES

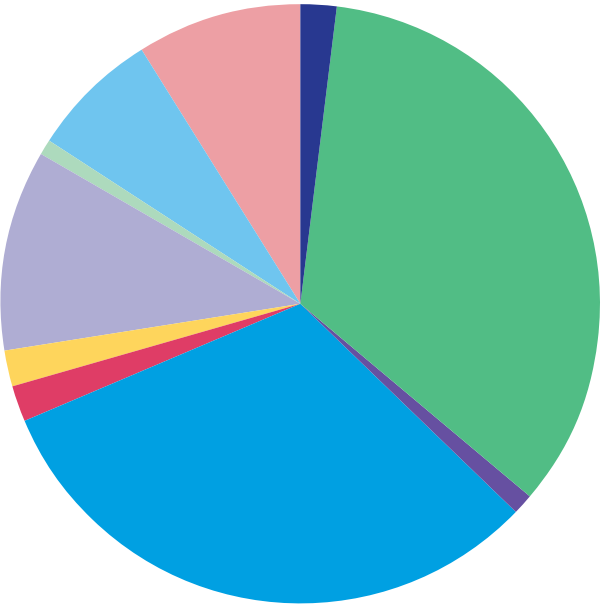
There were no related party transactions for the year ended 31 March 2022.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	338	21
Charitable activities		
Grants	338,253	156,751
Other Revenue	–	280
	338,253	157,031
TOTAL INCOMING RESOURCES	338,591	157,052
EXPENDITURE		
Charitable activities		
Trustees' expenses	–	100
Wages	141,501	104,444
Social security	8,379	4,799
Pensions	6,986	4,555
Insurance	105	248
Communications and internet	4,976	1,877
Design, publications and marketing	6,455	8,307
Travel and subsistence	4,056	2,679
Membership and registration fees	852	630
Consultancy fees	1,380	700
Events and resources	7,879	8,287
IT Equipment	6,149	321
Translation costs	2,058	1,816
Training costs	2,112	1,828
Premises costs	862	1,055
Office Overheads	6,072	2,973
Policy & Research	3,294	7,554
Evaluation	1,020	806
Mentoring	350	–
EPEV partner payments	36,184	–
Bank charges	97	59
	240,767	153,038
Support costs		
Accountancy and legal fees	2,623	2,311
Total resources expended	243,390	155,349
NET INCOME/(EXPENDITURE)	95,201	1,703

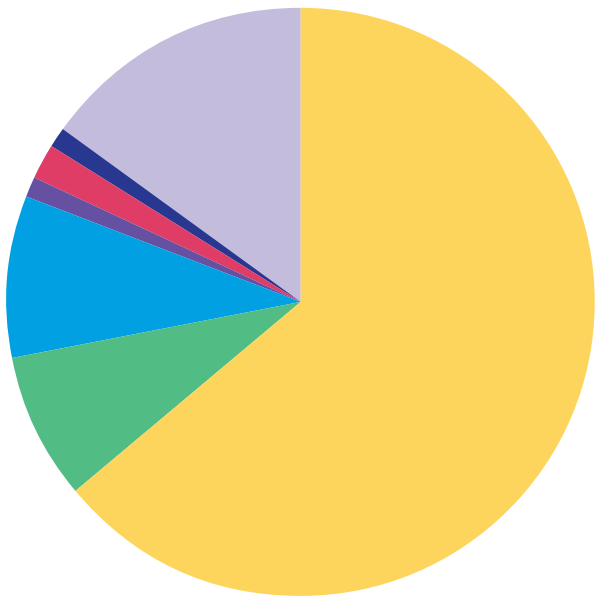
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 - Continued

INCOME



General Fund	2%
Welsh Government	35%
WCVA	1%
Big Lottery	32%
Women's Budget Group	2%
Eyst	2%
WCVA Fundraiser	11%
ERS Cymru	1%
WG Mentoring	7%
JRRT	9%

EXPENDITURE



Salaries & Pension	64%
Office Overheads	8%
Events & Publications	9%
Staff and Trustee Expenses	1%
Policy & Memberships	2%
Accountancy Fees	1%
EPEV Partner payments	15%

WOMEN'S EQUALITY NETWORK WALES

England & Wales - Charity number 1145706

Accounts

ANNUAL REPORT AND ACCOUNTS

2020 - 2021

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Registered Office:
WEN Wales,
International House,
10 Churchill Way,
Cardiff, CF10 2HE

Registered Company Number:
07891533 (England and Wales)

Registered Charity Number: 1145706

Website: www.wenwales.org.uk

MESSAGE FROM THE CHAIR

It goes without saying that this year has continued to be a challenging year for us all. In the personal and professional lives of women, the Covid-19 pandemic and the policies enacted in response have presented challenges both old and new. As the pandemic has led to a regression in women's rights and threatens gender equality, WEN Wales has continued to work relentlessly to connect, campaign, and champion in our role as the national umbrella body for women's organisations in Wales.

Our strategic priorities this year have focused on growing, mobilising, and supporting our coalition, campaigning for diverse and equal leadership in Welsh political institutions, bringing together and connecting women's voices, and campaigning for the policy solutions we need to tackle the inequalities exposed and exacerbated by Covid-19.

The year 2020-2021 saw strong growth in our coalition, with our individual membership growing by 19%, our organisational membership by 152%, and our social media followers by 15%. 660 people attended our WEN Café virtual events, with 96.4% of attendees feeling more empowered to speak out, more able to influence, and more informed on women's rights.

Greater diversity results in better decision-making. The voices of Black, Asian, and minority ethnic women, disabled women, and LGBT+ women must be represented in positions of power in Wales so that decisions made reflect their needs. Currently all these groups are underrepresented both in the Senedd and in local government - WEN Wales and our coalition of members are campaigning to change that. As we campaign for quotas alongside partners as part of the Diverse5050 campaign, we were very pleased to see Welsh Government announce an Access to Elected Office Fund for disabled people. In the coming year, our campaigning on this issue will intensify due to the important opportunity for change the electoral reform agenda provides, and we have successfully applied for funding for a dedicated Diverse5050 campaigner from the Joseph Rowntree Reform Trust.

Our mentoring programme adapted to the reality of remote working and continued to go from strength to strength. 89% of our mentees achieved their goals set out at the beginning of the scheme, and every single mentee would recommend the scheme to a friend. We saw mentees standing in elections, for political office, for public boards, and making their voices heard. They described the scheme as transformative and life changing. The programme only continues to grow – this year we secured three years of funding from the National Lottery Community Fund, for an expanded partnership mentoring scheme led by WEN. Collaboration is part of our DNA and we are always more successful when we work in partnership. We look forward to working with our partners to strengthen the pipeline for women to develop the knowledge, skills, and confidence to enter political and public life.

Collaboration is part of our DNA and we are always more successful when we work in partnership.

This year has been one filled with enhanced partnership working with organisations across Wales and further afield, whether it be events such as our WEN Cafés and the 'We Are All Allies' conference, open letters on violence against women and the right to adequate housing, or our briefings on the impact of Covid-19 on women based on polling across the four nations of the UK. The Gender Network and the Cross-Party Group on Women have been crucial forums to connect, mobilise, and set the agenda.

"Girls have been empowered, they have realized that there is no limit to what they can achieve"
IWD Participant

One of the year's highlights was our work in partnership with schools to co-produce an International Women's Day toolkit on gender equality and women's rights, with participation from almost 150 schools and youth organisations across every local authority in Wales. 90% of participants said that they would take further action as a result of the toolkit, for example by using the feedback from the Sexism survey to improve facilities and teaching - another excellent practical example of WEN making a difference.

I would like to say a huge thank you to all the organisations and individuals who have worked with us in the last year - we are certainly stronger together.

We were sad to say goodbye to Hilary Watson and Sarah Sweeney in March. Both have been fantastic to work with and will be greatly missed. I myself will be standing down as Chair at the WEN AGM in November as I have taken up a new role which takes me away from Wales. It has been an absolute honour and a huge pleasure to play a part in supporting WEN Wales to further the vital work they do. I am exceptionally proud of this small but mighty feminist organisation and all that it is achieving, and I know that WEN will continue to go from strength to strength.

Sarah Powell
Chair

A handwritten signature in black ink, reading 'S Powell'.

BUILDING THE COALITION

19% INCREASE IN MEMBERS

SOCIAL MEDIA FOLLOWERS

↑ 15%

NUMBER OF VISITS TO OUR WEBSITE GREW BY

270%



WEN CAFES

660 PEOPLE ATTENDED

96% NOW FEEL MORE EMPOWERED TO SPEAK OUT

MORE ABLE TO INFLUENCE
MORE INFORMED ON WOMEN'S RIGHTS

GENDER NETWORK INCREASED BY

32% 

1.4M PEOPLE

 **REACHED ON SOCIAL MEDIA**

INTERNATIONAL WOMEN'S DAY

141 SCHOOLS AND YOUTH GROUPS ACROSS WALES SIGNED UP FOR OUR TOOLKIT 

WOMEN'S RIGHTS

21 ORGANISATIONS REPRESENTING APPROXIMATELY 17K PEOPLE SIGNED UP TO OUR **DIVERSE 5050** CAMPAIGN AIMS

ELECTED OFFICE FUND ESTABLISHED TO SUPPORT **DISABLED PEOPLE** IN 2021 SENEDD ELECTIONS

WELSH GOVERNMENT COMMITS TO INCORPORATE **CEDAW*** PRINCIPLES IN WELSH LAW

RIGHT TO TELEMEDICINE FOR ABORTION GRANTED

WEN MENTORING SCHEME SUCCESS

HAVING PARTICIPATED IN OUR SCHEME

92%



NOW UNDERSTAND WHAT IT TAKES TO BE AN ELECTED REPRESENTATIVE

73%

INCREASED THEIR UNDERSTANDING OF **WOMEN'S RIGHTS**

100%

WOULD RECOMMEND THE SCHEME TO A FRIEND

75%



INCREASED THEIR UNDERSTANDING OF RESPONSIBILITIES OF THE **BOARDS OF PUBLIC BODIES**

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31 MARCH 2021

Our vision is a Wales free from gender discrimination.

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

Purpose & Objects

PURPOSE

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

OBJECTS

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

1. the promotion of equality; and
2. the promotion of human rights by all or any of the following means:
 - I. monitoring abuses of human rights;
 - II. obtaining redress for the victims of human rights abuse;
 - III. relieving need among the victims of human rights abuse;
 - IV. research into human rights issues;
 - V. educating the public about human rights;
 - VI. providing technical advice to government and others on human rights matters;
 - VII. contributing to the sound administration of human rights law;
 - VIII. commenting on proposed human rights legislation;
 - IX. raising awareness of human rights issues;
 - X. promoting public support for human rights;
 - XI. promoting respect for human rights among individuals and corporations;
 - XII. international advocacy of human rights; and
 - XIII. eliminating infringements of human rights,

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

Review of the Year

Our work is focused around three strategic priorities:

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

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

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

We continued to grow and mobilise our coalition of members and supporters across Wales with increased engagement with our members via regular WEN Café events, newsletters, and partnership working on campaigns and events.

1. Growth in our coalition

- Individual members grew from 1,412 to 1,685 – an increase of 19%
- Social Media audience grew from 9,003 to 10,304 – an increase of 15%
- Organisational members: grew from 21 to 53 organisations – an increase of 152%

2. Policy work supporting the coalition

Via the Gender Network, our Gender Policy Forum for members, we shared weekly policy updates including information on what is taking place at the Senedd around gender equality and rights; we also regularly consulted the group and collaborated on responses to policy consultations. The Gender Network is supported through our Third Sector Partnership Council (TSPC) funding. It comprises 55 individuals from 31 organisations as well as activists and academics, and we grew the network this year with a 32% increase in membership from 31 March 2020.

THE GENDER NETWORK

- Supported through our TSPC funding
- 55 individuals
- 31 organisations
- 32% increase in membership from 31 March 2020.

The Gender Network contributed to our Senedd election Manifesto for Closing the Gap on Gender Inequality in Wales, which was co-ordinated by our Policy Officer, Hilary Watson. We published this, together with individual manifestos from nine member organisations on our Gender Network webpage, ahead of the Senedd Elections in May 2021. This ability to collaborate and work jointly on policy areas from health to violence against women is what makes WEN unique.

The group published and shared key policy documents such as our Pushed to More Precarity briefing in March 2021, which highlighted the uneven impact of lockdowns on mothers and lower income parents in Wales. The Network also supported and input into our joint letter to the First Minister on Violence against Women in response to the murders of Sarah Everard and Wenjing Lin.

WEN compiled a 'gender edit' report of political party manifestos in Wales which identified policies in five key policy areas included in our Manifesto for Closing the Gap on Gender Inequality in Wales. It allowed us and our members to track promises made on women's rights.

Through the Diverse5050 campaign, we built a steering group of four partner organisations – Race Council Cymru, Ethnic Youth & Minorities Support Team (EYST), and Electoral Reform Society (ERS) Cymru. We are campaigning for equality and diversity quotas, diversity plans, and collection of diversity data at a Welsh Government and Local Government level. The campaign is supported by 21 organisations from the Gender Network and beyond, representing approximately 17k members.

WEN Wales is the Secretariat of the Cross Party Group on Women, which was Co-Chaired this year by Suzy Davies MS and Sian Gwenllian MS. We are extremely grateful for their support and leadership.

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

This year we took a new approach to IWD, producing an exciting programme of engagement activities for International Women's Day for schools across Wales to help us work towards our objective of reaching out to the next generation of young activists.

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

In total 141 schools and youth groups from every local authority across Wales participated in the activity and downloaded the toolkit. Evaluation of the toolkit showed that:

- 90% reported feeling more informed on gender equality and women's rights having completed a toolkit activity
- 90% were going to take further action as a result of the toolkit.

Quotes from the feedback included:

- "I will be teaching about equality in the classroom more often and am more confident in discussing equality and women's rights in the future."
- "Girls have been empowered, they have realized that there is no limit to what they can achieve."
- "We intend doing other activities throughout the year and linking them to our Brownie/Girlguiding programme."
- "We will use the feedback from the Sexism survey to better improve facilities and teaching going forward."

"I will be teaching about equality in the classroom more often and am more confident in discussing equality and women's rights in the future."

IWD Participant

4. Press coverage

This year our key press highlights included Director Catherine Fookes appearing on ITV's Sharp End programme discussing the Diverse5050 campaign, on BBC Radio Wales' Sunday Supplement discussing the impact of Covid-19 on Black, Asian, and minority ethnic women, and on BBC Radio Wales' drivetime show to discuss our polling and Pushed to Precarity briefing on Covid-19 and its impact on women. Numerous articles and opinion pieces were also written by WEN or featured WEN, including in the Western Mail, BBC News Online, and Nation Cymru. BBC Radio Cymru's Post Prynhawn featured an interview with WEN's Communications and Engagement Officer on Diverse5050 and the impact of Covid-19 on women.

5. WEN Café

During the year we built on the success of our online WEN Cafes to connect our members, hear the lived experience of women, and gather policy ideas and recommendations from experts on our panels.

We learnt from our incredible panellists on a variety of topics ranging from the impact of Covid-19 on neurodiverse women, the contribution of Black women to education in Wales, parenting during Covid-19, what young women wanted from the Senedd elections, and many more.

We publish the recordings of the Cafes and follow up with the relevant government minister on the policy recommendations so that the Cafes lead to real change.

WEN CAFE

- 660 people attended
- 96.4% now feel:
 - more empowered to speak out
 - more able to influence
 - more informed on women's rights

In total, 660 people attended our WEN Cafes and 96.4% of attendees felt more empowered to speak out, more able to influence, and more informed on women's rights as a result of attending.

2. DIVERSE 5050: DIVERSE AND EQUAL LEADERSHIP IN THE SENEDD AND IN LOCAL GOVERNMENT:

2.1. Campaigning for Change

We campaign for equal leadership across Wales' political institutions with an intersectional understanding of barriers facing different women. Our coalition campaign #Diverse5050 is calling for diversity and gender quotas to ensure our politicians truly represent the whole population. Wales is at a pivotal moment with the possibility of increasing the size of the Senedd, and WEN's priority is to ensure that with the enlargement comes greater diversity. We created a pledge for candidates in the elections to sign up to and organised an Equalities Hustings to question the parties' Equalities leads on their approach to diversity.

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

- Welsh Government has committed to enshrining new legal protections for women into Welsh law, via the UN's Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

- The right to telemedicine for abortion was granted
- Funding provided to support disabled people to stand as candidates in the 2021 Senedd elections – the 'Access to Elected office Fund'
- 21 organisations representing approximately 17k people signed up to our Diverse5050 campaign aims.



MENTORING OUTCOMES 2020

Data collected via 26 baseline surveys at start/end of scheme March/Dec 2020

96%

Now know how the Welsh Parliament works and the extent of its powers.
INCREASE OF 50%

WHERE IN WALES
participants were from:

1 MID WALES
6 NORTH WALES
24 SOUTH WALES
2 WEST WALES



'Before the scheme I thought that political and public life was not accessible for people like me, a woman of colour from a working-class background. Now I've done this programme, I realise we all have a contribution to make and it has helped me make my voice heard.'

DIVERSITY

27 PARTICIPANTS

17% OF PARTICIPANTS IDENTIFIED AS DISABLED (NEURODIVERSE)

23% of the national population of Wales is disabled

13% OF PARTICIPANTS IDENTIFIED AS BAME

7% of the national population of Wales is BAME

23% ON THE SCHEME IDENTIFIED AS LGBTQ+

'I was challenged by my mentor to consider new roles. The support from WEN and mentees gave me the confidence to stand as a political candidate. That has been life enhancing, exciting and enormously liberating.'



73% said they had an increased understanding of women's rights since participating

I understand the process of running for appointment to a local or national board
Before 10%
After 92%
Increase of 82%

I understand the roles & responsibilities of the boards of public bodies
Before 17%
After 92%
Increase of 75%

I see myself as a leader
Before 60%
After 88%
Increase of 28%

I feel able to influence decisions that affect me
Before 17%
After 73%
Increase of 56%

I understand the selection process to be a political candidate
Before 17%
After 81%
Increase of 64%

Are you interested in becoming a trustee?
Before 23%
After 74%
Increase of 51%

I would feel confident to be a lead speaker in a conference, panel or debate
Before 43%
After 89%
Increase of 46%

SCHEME SATISFACTION

89% achieved their goals set out at the beginning of the scheme.

86% were satisfied with the progress they made during the programme.

100% would recommend the scheme to a friend.

92% now understand what it takes to be an effective elected representative at different levels of government.

77% would feel confident taking part in a live political debate on the radio tomorrow.

2.2. Creating the pipeline – The WEN Mentoring Scheme

We continue to be extremely proud of our flagship Mentoring programme to get more diverse women active in political and public life. The scheme once again had excellent outcomes and feedback from the mentees on the programme, with mentees calling the scheme 'truly transformational'.

The full summary of results can be seen in the image above with particular highlights being:

- A 75% increase in understanding of responsibilities of the boards of public bodies
- 92% now understand what it takes to be an elected representative
- 73% said they had an increased understanding of women's rights

Over the three years of the mentoring scheme we are incredibly proud that amongst many other achievements we have seen:

- 8 mentees standing as MS candidates
- 1 standing as and being elected as an MP
- 2 Councillors elected
- At least 6 new trustee positions, many of them first steps into attaining positions on public boards
- Public board positions attained such as the Advisory Panel on Digital Public Services Wales & NHS Boards, as well as appointment to the EHRC Wales board
- A Secondment to No. 10
- A Family Court Judge

We would like to thank our incredible dedicated team of mentors and workshop session speakers, who have shared their time, experiences, and advice selflessly with our mentees. We are privileged to be able to connect so many exceptional, dynamic women to support each other to achieve their ambitions.

During the year, the Director led a bid to the National Lottery for a cross-equalities partnership mentoring scheme with our partners Disability Wales, EYST, and Stonewall Cymru. We were delighted that the 'Equal Power Equal Voice' mentoring scheme was awarded funding for a three year programme starting from July 2021.

CEDAW

Convention for
the Elimination
of All Forms of
Discrimination
Against Women

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

Our key activity in this area centred around campaigning for the incorporation of the UN's Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW). While we recognise that Wales' devolved powers do not currently allow for the full incorporation of CEDAW, adopting the principles into Welsh policies and legislation regarding devolved matters will greatly strengthen women's and girls' rights in Wales.

We encouraged all political parties to sign up to enshrining CEDAW into Welsh legislation and policy as one of the five key asks in our Senedd election manifesto. This ask was consequently adopted in the party manifestos of Welsh Labour, Welsh Conservatives and Welsh Liberal Democrats and has now been included in the Welsh Government's programme for the Sixth Senedd - a major victory for WEN Wales.

In addition, our policy officer contributed to the examination of the integration of CEDAW into domestic law through submitting evidence to the CEDAW People's Tribunal, and contributed to a Four Nations interim report.

1. National and International networks

WEN Wales continued to take an active role on the UK Joint Committee on Women (UKJCW) so that we continue to have a seat at the table influencing EU policies and

ensuring that we in the UK nations keep up to date with changes to women's rights legislation in Europe.

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

Governance, Structure & Management

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

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

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

WEN WALES

- 5 staff
- 10 trustees
- 1685 members
- 53 organisational members

Risk Management

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

Public Benefit

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

Recruitment & Appointment of the Management Committee

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

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

All members of WEN are eligible to be Trustees.

STAFF

Director: Catherine Fookes, from September 2017

Policy Officer: Hilary Watson, from April 2018 – March 2021

Finance & Admin Officer: Catherine Chatham, from August 2019

Mentoring Project Officer: Sarah Sweeney, from April 2019 – February 2021

Communications & Engagement Officer: Megan Evans, from July 2020

We are extremely grateful also for the contribution of Isabella Williams who supported our Communications work, and Ella Phillips and Martha O'Neil who both supported our Policy work this year.

CURRENT TRUSTEES

Name & Role	Date elected for 3-year term
Sarah Powell (Chair)	July 2019
Alison Williams (Treasurer)	July 2019
Rhian Davies (Vice Chair)	December 2017, re-elected November 2020
Ruth Fowler	April 2019
Maria Constanza Mesa	April 2019
Joy Kent	April 2019
Kerry Lynne Pyke	December 2018
Tania Silva	November 2020
Wanjiku Mbugua	November 2020
Lowri Walters	November 2020

FINANCIAL REVIEW

Principal Funding Sources

WEN received total funds for the year £157,052 (made up of unrestricted funds £301; restricted funds £156,751).

WEN's main funding comes from the Welsh Government Equality and Inclusion Grant of £145,000 (2020: £119,904).

Reserves Policy

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

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

Independent examiner's report to the trustees of Women's Equality Network Wales ('the Company') I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



Alison Vickers

ACA

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

Date: 01/11/2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

			2021	2020	
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		21	–	21	5
Charitable activities					
Charitable activities		280	156,751	157,031	159,746
Investment income	2	–	–	–	17
Total		301	156,751	157,052	159,768
EXPENDITURE ON					
Charitable activities					
Charitable activities		(1,903)	157,252	155,349	165,031
NET INCOME/(EXPENDITURE)		2,204	(501)	1,703	(5,263)
Transfers between funds	8	3,024	(3,024)	–	–
Net movement in funds		5,228	(3,525)	1,703	(5,263)
RECONCILIATION OF FUNDS					
Total funds brought forward		31,086	27,797	58,883	64,146
TOTAL FUNDS CARRIED FORWARD		36,314	24,272	60,586	58,883

BALANCE SHEET 31 MARCH 2021

				2021	2020
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
CURRENT ASSETS					
Debtors	6	–	11,168	11,168	3,422
Cash at bank		50,936	17,781	68,717	58,124
		50,936	28,949	79,885	61,546
CREDITORS					
Amounts falling within one year	7	(14,622)	(4,677)	(19,299)	(2,663)
NET CURRENT ASSETS		36,314	24,272	60,586	58,883
TOTAL ASSETS LESS CURRENT LIABILITIES		36,314	24,272	60,586	58,883
NET ASSETS		36,314	24,272	60,586	58,883
FUNDS	8				
Unrestricted funds				36,314	31,086
Restricted funds				24,272	27,797
TOTAL FUNDS				60,586	58,883

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

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



Alison Williams - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

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

1. ACCOUNTING POLICIES - continued

Allocation of support costs

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

Employee Benefits

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

Legal status of the Charity

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

Tangible Assets

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

2. INVESTMENT INCOME

	2021	2020
Deposit account interest	£0	£17

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

	2021	2020
Trustees' expenses	£100	£142

4. STAFF COSTS

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

	2021	2020
Management	1	1
Direct Services	3	2
Admin	1	1
Total	5	4

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

The Key Management Personnel of the Charity received remuneration of £47,677, this includes gross salary paid, employers national insurance contributions and employers pension contributions.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	5	–	5
Charitable activities			
Charitable activities	1,805	157,941	159,746
Investment income	13	4	17
Total	1,823	157,945	159,768
EXPENDITURE ON			
Charitable activities			
Charitable activities	(817)	165,848	165,031
NET INCOME/(EXPENDITURE)	2,640	(7,903)	(5,263)
Transfers between funds	18,085	(18,085)	–
Net movement in funds	20,725	(25,988)	(5,263)
RECONCILIATION OF FUNDS			
Total funds brought forward	10,361	53,785	64,146
TOTAL FUNDS CARRIED FORWARD	31,086	27,797	58,883

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
Trade debtors	£8,288	–
Accrued Income	–	£3,422
Prepayments	£2,880	–
Total	£11,168	£3,422

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
Trade creditors	£4,677	£983
Social security and other taxes	£12,894	–
Accrued expenses	£1,728	£1,680
Total	£19,299	£2,663

8. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	31,086	2,204	3,024	36,314
Restricted funds				
Welsh Government Grant	3,899	6,954	(3,899)	6,954
WCVA - Third Sector Partnership Council	7,452	2,405	875	10,732
CEDAW	12,082	(12,082)	–	–
100 Welsh Women	2,909	(448)	–	2,461
Rosa	1,455	(1,455)	–	–
Fawcett	–	875	–	875
Waterloo	–	2,000	–	2,000
Women's Budget Group	–	1,250	–	1,250
	27,797	(501)	(3,024)	24,272
TOTAL FUNDS	58,883	1,703	–	60,586

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	301	1,903	2,204
Restricted funds			
Welsh Government Grant	145,000	(138,046)	6,954
WCVA - Third Sector Partnership Council	3,501	(1,096)	2,405
CEDAW	–	(12,082)	(12,082)
100 Welsh Women	–	(448)	(448)
Rosa	–	(1,455)	(1,455)
Fawcett	2,000	(1,125)	875
Waterloo	5,000	(3,000)	2,000
Women's Budget Group	1,250	–	1,250
	156,751	(157,252)	(501)
TOTAL FUNDS	157,052	(155,349)	1,703

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	10,361	2,640	18,085	31,086
Restricted funds				
Welsh Government Grant	4,146	(247)	–	3,899
WCVA - Third Sector Partnership Council	10,094	(2,642)	–	7,452
CEDAW	13,108	(1,026)	–	12,082
Unrestricted fund	16,141	–	(16,141)	–
EHRC unrestricted	1,995	(9)	(1,986)	–
100 Welsh Women	6,306	(3,397)	–	2,909
Oxfam	1,995	(2,037)	42	–
Rosa	–	1,455	–	1,455
	53,785	(7,903)	(18,085)	27,797
TOTAL FUNDS	64,146	(5,263)	–	58,883

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,823	817	2,640
Restricted funds			
Welsh Government Grant	119,904	(120,151)	(247)
WCVA - Third Sector Partnership Council	3,501	(6,143)	(2,642)
CEDAW	10,000	(10,000)	–
Unrestricted fund	4,540	(5,566)	(1,026)
EHRC unrestricted	–	(9)	(9)
100 Welsh Women	–	(3,397)	(3,397)
Oxfam	–	(2,037)	(2,037)
Rosa	20,000	(18,545)	1,455
	157,945	(165,848)	(7,903)
TOTAL FUNDS	159,768	(165,031)	(5,263)

8. MOVEMENT IN FUNDS - continued

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

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	10,361	4,844	21,109	36,314
Restricted funds				
Welsh Government Grant	4,146	6,707	(3,899)	6,954
WCVA - Third Sector Partnership Council	10,094	(237)	875	10,732
CEDAW	13,108	(13,108)	–	–
Unrestricted fund	16,141	–	(16,141)	–
EHRC unrestricted	1,995	(9)	(1,986)	–
100 Welsh Women	6,306	(3,845)	–	2,461
Oxfam	1,995	(2,037)	42	–
Fawcett	–	875	–	875
Waterloo	–	2,000	–	2,000
Women's Budget Group	–	1,250	–	1,250
	53,785	(8,404)	(21,109)	24,272
TOTAL FUNDS	64,146	(3,560)	–	60,586

8. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,124	2,720	4,844
Restricted funds			
Welsh Government Grant	264,904	(258,197)	6,707
WCVA - Third Sector Partnership Council	7,002	(7,239)	(237)
Big Lottery	10,000	(10,000)	–
CEDAW	4,540	(17,648)	(13,108)
EHRC unrestricted	–	(9)	(9)
100 Welsh Women	–	(3,845)	(3,845)
Oxfam	–	(2,037)	(2,037)
Rosa	20,000	(20,000)	–
Fawcett	2,000	(1,125)	875
Waterloo	5,000	(3,000)	2,000
Women's Budget Group	1,250	–	1,250
	314,696	(323,100)	(8,404)
TOTAL FUNDS	316,820	(320,380)	(3,560)

Transfers between funds

In 2020 a transfer of EHRC unrestricted fund of £1,986 and the Unrestricted fund of £16,141 was made to general fund to represent a correction of funds which were incorrectly reflected within restricted reserves.

In 2021 a transfer of £3,899 has been made from the Welsh Government fund to general fund to represent a correction of historic funds which were incorrectly reflected within restricted reserves.

In 2021 a transfer of £875 has been made from the general fund WCVA - Third Sector Partnership Council to represent a correction of historic funds which were incorrectly reflected within unrestricted reserves.

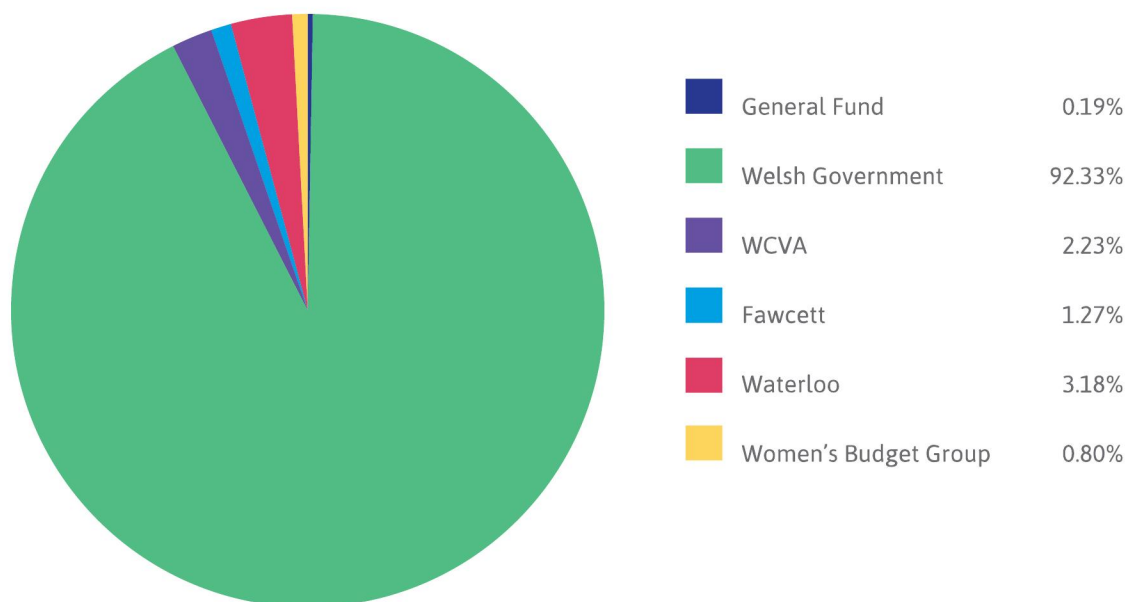
9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

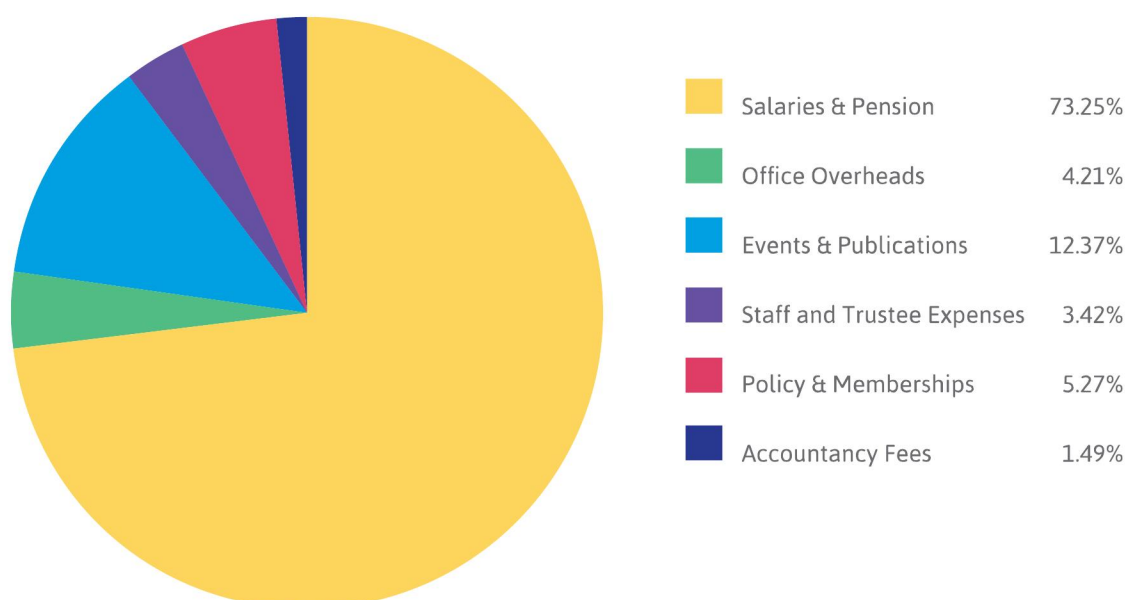
DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	21	5
Investment income		
Deposit account interest	–	17
Charitable activities		
Grants	148,463	157,941
Other Revenue	8,568	1,805
	157,031	159,746
TOTAL INCOMING RESOURCES	157,052	159,768
EXPENDITURE		
Charitable activities		
Trustees' expenses	100	142
Wages	104,444	90,822
Social security	4,799	5,195
Pensions	4,555	3,290
Insurance	248	245
Communications and internet	1,877	524
Design, publications and marketing	8,307	20,149
Travel and subsistence	2,679	5,036
Membership and registration fees	630	859
Consultancy fees	700	7,247
Events and resources	8,287	13,774
IT Equipment	321	278
Translation costs	1,816	1,615
Training costs	1,828	500
Premises costs	1,055	3,144
Office Overheads	2,973	1,945
Policy & Research	7,554	6,432
Mentee expenses	–	705
Evaluation	806	420
Bank charges	59	80
	153,038	162,402
Support costs		
Accountancy and legal fees	2,311	2,629
Total resources expended	155,349	165,031
NET INCOME/(EXPENDITURE)	1,703	(5,263)

INCOME



EXPENDITURE



Signature:

Email: admin@wenwales.org.uk