

# 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](http://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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		21	–	21	5
<b>Charitable activities</b>					
Charitable activities		280	156,751	157,031	159,746
Investment income	2	–	–	–	17
<b>Total</b>		<b>301</b>	<b>156,751</b>	<b>157,052</b>	<b>159,768</b>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activities		(1,903)	157,252	155,349	165,031
<b>NET INCOME/(EXPENDITURE)</b>		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)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		31,086	27,797	58,883	64,146
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>36,314</b>	<b>24,272</b>	<b>60,586</b>	<b>58,883</b>



## BALANCE SHEET 31 MARCH 2021

				2021	2020
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Total funds £
<b>CURRENT ASSETS</b>					
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
<b>CREDITORS</b>					
Amounts falling within one year	7	(14,622)	(4,677)	(19,299)	(2,663)
<b>NET CURRENT ASSETS</b>		36,314	24,272	60,586	58,883
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>36,314</b>	<b>24,272</b>	<b>60,586</b>	<b>58,883</b>
<b>NET ASSETS</b>		36,314	24,272	60,586	58,883
<b>FUNDS</b>	8				
Unrestricted funds				36,314	31,086
Restricted funds				24,272	27,797
<b>TOTAL FUNDS</b>				<b>60,586</b>	<b>58,883</b>

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

## 6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

## 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
<b>Total</b>	<b>£19,299</b>	<b>£2,663</b>

## 8. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
<b>Unrestricted funds</b>				
General fund	31,086	2,204	3,024	36,314
<b>Restricted funds</b>				
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
<b>TOTAL FUNDS</b>	<b>58,883</b>	<b>1,703</b>	<b>–</b>	<b>60,586</b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	301	1,903	2,204
<b>Restricted funds</b>			
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)
<b>TOTAL FUNDS</b>	<b>157,052</b>	<b>(155,349)</b>	<b>1,703</b>



## 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 £
<b>Unrestricted funds</b>				
General fund	10,361	2,640	18,085	31,086
<b>Restricted funds</b>				
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
<b>TOTAL FUNDS</b>	<b>64,146</b>	<b>(5,263)</b>	<b>–</b>	<b>58,883</b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,823	817	2,640
<b>Restricted funds</b>			
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)
<b>TOTAL FUNDS</b>	<b>159,768</b>	<b>(165,031)</b>	<b>(5,263)</b>

## 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 £
<b>Unrestricted funds</b>				
General fund	10,361	4,844	21,109	36,314
<b>Restricted funds</b>				
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
<b>TOTAL FUNDS</b>	<b>64,146</b>	<b>(3,560)</b>	<b>–</b>	<b>60,586</b>

## 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 £
<b>Unrestricted funds</b>			
General fund	2,124	2,720	4,844
<b>Restricted funds</b>			
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)
<b>TOTAL FUNDS</b>	<b>316,820</b>	<b>(320,380)</b>	<b>(3,560)</b>

### 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.

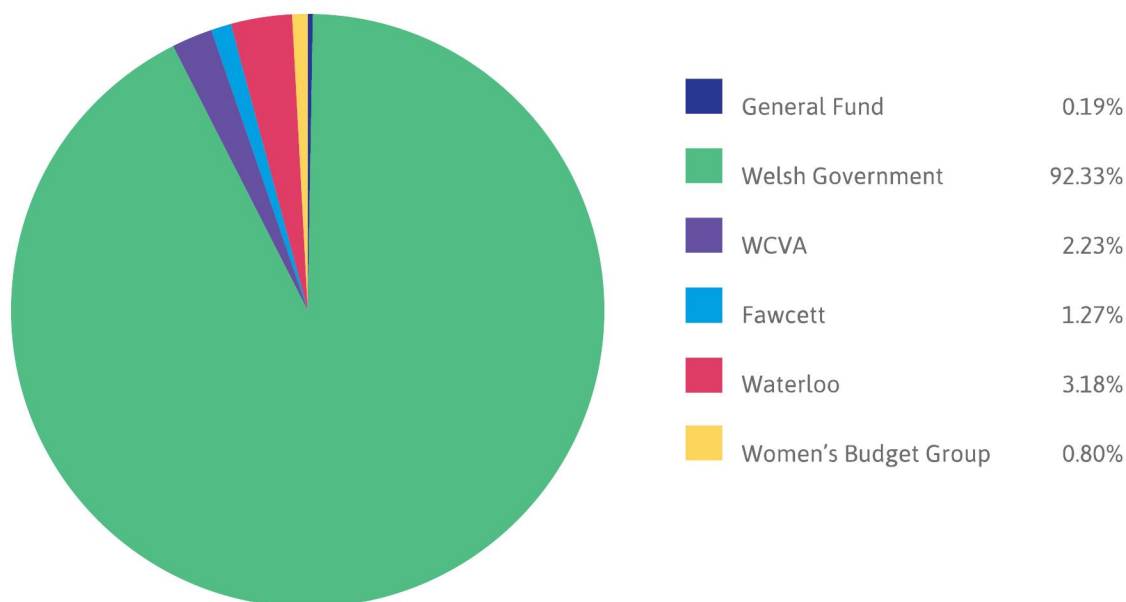
## 9. RELATED PARTY DISCLOSURES

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

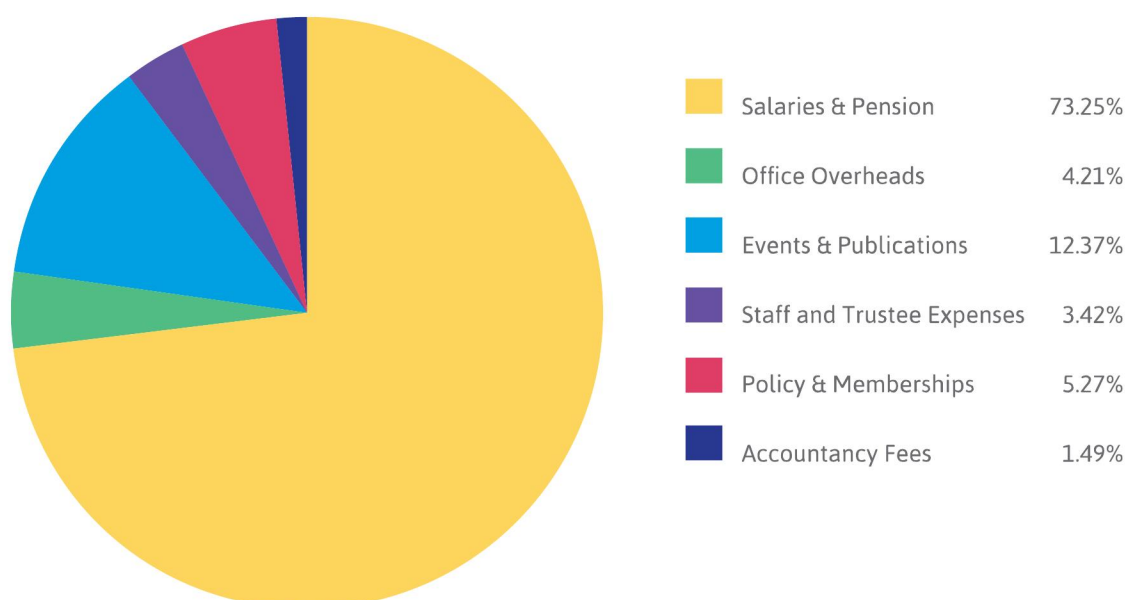
## DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	21	5
<b>Investment income</b>		
Deposit account interest	–	17
<b>Charitable activities</b>		
Grants	148,463	157,941
Other Revenue	8,568	1,805
	157,031	159,746
<b>TOTAL INCOMING RESOURCES</b>	<b>157,052</b>	<b>159,768</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
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
<b>Support costs</b>		
Accountancy and legal fees	2,311	2,629
Total resources expended	155,349	165,031
<b>NET INCOME/(EXPENDITURE)</b>	<b>1,703</b>	<b>(5,263)</b>

## INCOME



## EXPENDITURE



**Signature:**

**Email:** [admin@wenwales.org.uk](mailto:admin@wenwales.org.uk)