

ANNUAL REPORT AND ACCOUNTS

2021 - 2022

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Registered Office:

WEN Wales,
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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 £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



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

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.

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

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.

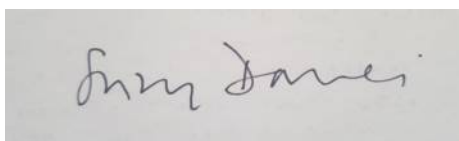
These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

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

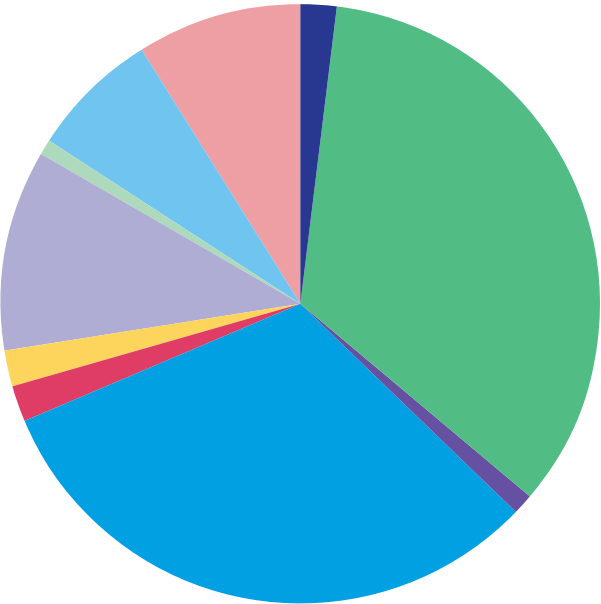
There were no related party transactions for the year ended 31 March 2022.

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

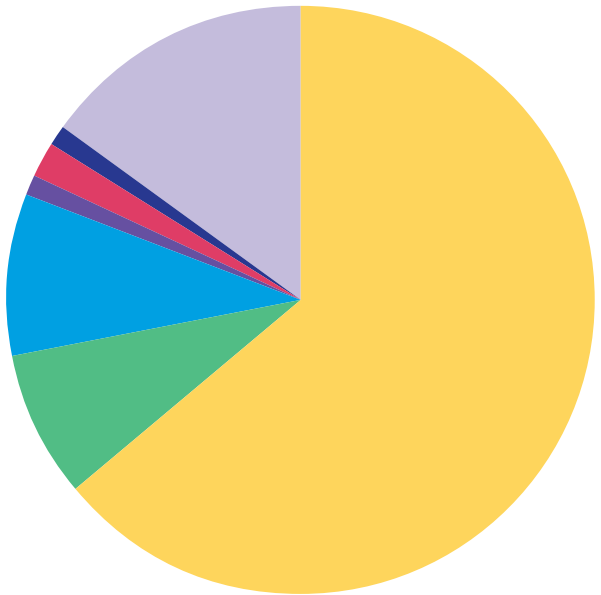
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 - Continued

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%