

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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FOR THE YEAR ENDED 31 MARCH 2025**

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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](http://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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	24,073	-	24,073	284
<b>Charitable activities</b>					
Equality Network Service		61,075	365,979	427,054	470,579
<b>Total</b>		<u>85,148</u>	<u>365,979</u>	<u>451,127</u>	<u>470,863</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Equality Network Service		83,389	283,812	367,201	417,065
<b>NET INCOME</b>		1,759	82,167	83,926	53,798
<b>Transfers between funds</b>	8	<u>(4,033)</u>	<u>4,033</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<u>(2,274)</u>	<u>86,200</u>	<u>83,926</u>	<u>53,798</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		124,978	7,368	132,346	78,548
<b>TOTAL FUNDS CARRIED FORWARD</b>		<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 £
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS</b>					
Amounts falling due within one year	7	(9,887)	-	(9,887)	(33,000)
<b>NET CURRENT ASSETS</b>		<u>122,704</u>	<u>93,568</u>	<u>216,272</u>	<u>132,346</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>122,704</u>	<u>93,568</u>	<u>216,272</u>	<u>132,346</u>
<b>NET ASSETS</b>		<u>122,704</u>	<u>93,568</u>	<u>216,272</u>	<u>132,346</u>
<b>FUNDS</b>	8				
Unrestricted funds				122,704	124,978
Restricted funds				93,568	7,368
<b>TOTAL FUNDS</b>				<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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	284	-	284
<b>Charitable activities</b>			
Equality Network Service	79,187	391,392	470,579
<b>Total</b>	<u>79,471</u>	<u>391,392</u>	<u>470,863</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Equality Network Service	3,326	413,739	417,065
<b>NET INCOME/(EXPENDITURE)</b>	76,145	(22,347)	53,798
<b>Transfers between funds</b>	1,887	(1,887)	-
<b>Net movement in funds</b>	78,032	(24,234)	53,798
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	46,946	31,602	78,548
<b>TOTAL FUNDS CARRIED FORWARD</b>	<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
	£	£	£	£
<b>Unrestricted funds</b>				
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>
<b>Restricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
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>
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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>
<b>Restricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
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>
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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>
<b>Restricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
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>
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	22,131	284
Legacies	1,942	-
	<hr/> 24,073	<hr/> 284
<b>Charitable activities</b>		
Grants	426,379	462,892
Other Revenue	675	7,687
	<hr/> 427,054	<hr/> 470,579
<b>Total incoming resources</b>	451,127	470,863
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
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
	<hr/> 360,607	<hr/> 412,894
<b>Support costs</b>		
<b>Support costs</b>		
Accountancy and legal fees	6,594	4,171
<b>Total resources expended</b>	<hr/> 367,201	<hr/> 417,065
<b>Net income</b>	<hr/> <hr/> 83,926	<hr/> <hr/> 53,798

This page does not form part of the statutory financial statements