WAGGGS is the largest voluntary movement dedicated to empowering girls and young women in the world.

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Design and production ingeniousdesign.co.uk

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER

2024

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

A Charitable Incorporated Organisation
CIO Number: 1159255

OUR PURPOSE

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The World Association of Girl Guides and Girl Scouts (WAGGGS) is the world's largest voluntary movement dedicated to empowering girls and young women in the world.

OUR VISION IS

An equal world where all girls can thrive. By 2032, we will be a girl-led Movement where every and any girl feels confident to lead and empowered to create a better world together.

OUR MISSION IS

To enable girls and young women to develop their fullest potential as responsible citizens of the world.

In 2024, the World Association of Girl Guides and Girl Scouts brought together Member Organisations from **153 countries and territories**, representing a unified Movement of **11.2 million girls and young women** worldwide.

Through Girl Guiding and Girl Scouting, girls and young women gain the confidence and resilience to lead – today and in the future. Our non-formal education method lies at the heart of this experience, creating a space where young people are empowered to take the lead and make their own choices.

In 2024, we were supported by over 450 volunteers from 70 Member Organisations, alongside 121 staff members – including employees, consultants and interns – across 29 countries and territories. Together, they make up the WAGGGS Global Team.

We are proud of the global Movement, our dedicated volunteers, and supporters who make the Girl Guiding and Girl Scouting experience possible for millions of girls and young women around the world.

CHAIR'S MESSAGE

Candela González

I am pleased to present this year's Annual Report highlighting the impact WAGGGS has made in 2024.

Throughout the year, our global Movement demonstrated focus, resilience and unity. Member Organisations across all regions led with dedication, delivering change for girls and young women through impactful programmes, strengthened advocacy and continued investment in leadership development.

A key milestone in 2024 was the Extraordinary General Meeting, held virtually in September, where

83%

of Member Organisations came together to approve an equitable, transparent and objective Membership Fee Model.

This model was developed through broad consultation and ensures contributions reflect different countries' economic situations, while supporting the delivery of our Global Strategy. This collective decision marked an important step towards securing WAGGGS' long-term financial health and deepened our shared commitment to accountability and sustainability.

Throughout the year, we supported Member Organisations in delivering meaningful initiatives. From climate action and gender equality advocacy to capacity-building events and innovative STEM programmes, the strength of the Movement lies in the commitment and creativity of its Members. Initiatives like the Juliette Low Seminar and regional training opportunities brought together young leaders from across the globe, equipping them with critical leadership skills and global connections that will shape their future and ours.

Financially, WAGGGS continues to strengthen its sustainability. Careful financial management, effective fundraising and strategic cost controls allowed us to maintain a surplus in 2024 and begin reinvesting in the areas that matter most. This strong financial position ensures we can continue to respond to emerging needs while staying focused on our long-term goals.

On behalf of the World Board, I would like to thank all those who make this work possible. The commitment of our Member Organisations, volunteers, staff, partners and supporters continues to drive our Movement forward. Together, we are building a future where every girl and young woman is empowered to lead and shape the world around her.

It fills me with pride to serve as Chair of the World Board for an organisation that is stronger, more resilient and more relevant than ever. As we move confidently towards our centenary in 2028, we remain focused on the shared vision of an equal world where all girls can thrive.

Candela González
WAGGGS World Board Chair

"I WILL ALWAYS BE GRATEFUL TO WAGGGS FOR THE OPPORTUNITIES IT HAS GIVEN ME. IT WAS THROUGH WAGGGS THAT I TRULY DISCOVERED WHAT INTERPRETATION MEANS, AND EVERY TIME I INTERPRET FOR WAGGGS, I'M REMINDED OF WHY I CHOSE THIS PATH. MY JOURNEY WITH WAGGGS HAS HELPED ME GROW IMMENSELY, BOTH PERSONALLY AND PROFESSIONALLY."

Héloise, Belgium, Languages Service Team (LST) volunteer

WAGGGS' PERFORMANCE 2024

OUR HIGHLIGHTS

In 2024, the Movement proudly achieved a reach of 11.2 million Members across 153 countries and territories. This membership exceeds pre-global pandemic levels and is a testament to our Members' strength and resilience.

Throughout the year, we continued to make meaningful progress in supporting our Member Organisations and expanding opportunities for girls and young women to grow, lead and thrive. It was a year shaped by impactful delivery and forward-thinking strategy. More than 1 million girls and young women engaged with our global programmes, demonstrating the impact and relevance of our work. Backed by donor funding, grants and membership fees, we provided enriching experiences while also investing in long-term capacity and sustainability across the Movement.

This impact would not have been possible without the unwavering commitment of our volunteers. In 2024, hundreds of dedicated volunteers from across the world contributed their time, expertise and passion to advance our work. We also welcomed around 300 new volunteers to our global pool. Together, they supported the delivery of over 35 initiatives, reaching thousands of girls and young women across the Movement.

The launch of our 2024–2029 Global Strategy marked a pivotal step forward. Developed in close collaboration with Member Organisations, young women, volunteers and staff, the Strategy describes three outcomes:

- A united and connected, girl-and young women-led Movement
- Thriving, inclusive Member Organisations delivering a high-quality Girl Guiding and Girl Scouting experience
- A sustainable WAGGGS

To bring this Strategy to life, we realigned our services and activities and adopted a three-year rolling action plan. This will guide our collective efforts, provide a framework for measuring progress and ensure that our Global Strategy is embedded throughout the Movement.

KEY ACHIEVEMENTS FROM 2024

We are proud to present a snapshot of our 2024 achievements, celebrating the milestones, impact and progress that shaped our year.

OVER 1 MILLION
People directly reached through WAGGGS Global Programmes

150
Young women reached through the Juliette Low Seminar

54
Member Organisations engaged through WAGGGS Global Programmes

OVER 780 THOUSAND
Global Programme badges awarded

100+
Scholarships and travel grants provided to World Centre participants

90
World Centre volunteers hosted

70
Participants from 22 Member Organisations attended membership growth roundtable governance event in Rwanda

NINE
In-person Capacity Assessment Tool 2.0 (CAT) completion workshops with Member Organisations

49
World Centre events delivered

46+
Member Organisations reached through our World Centres

6,000
Girl Guide and Girl Scout guests at World Centres

1,076
Local community members reached through World Centre projects

30
Participants strengthened their fundraising skills through targeted training in the Arab Region

11
Tailored support and mentoring to Member Organisations in the Asia Pacific Region

190
Participants from 55 Member Organisations across the five WAGGGS regions attended image and visibility sessions

A UNITED AND CONNECTED GIRL-AND YOUNG WOMEN-LED MOVEMENT

A STRONG AND COHESIVE IDENTITY FOR THE GIRL GUIDE AND GIRL SCOUT MOVEMENT

CENSUS CONFIRMS RECORD GROWTH

Our latest global census presents the most complete picture of membership yet, reporting a record 11.2 million Members as of December 2024. This is the highest in the organisation's history and marks a second consecutive year of growth.

With 129 Member Organisations responding, the census achieved an 84 per cent response rate. The data was collected for the second time via Campfire, our digital platform, improving accuracy and efficiency.

SPEAKING OUT ON THE GLOBAL STAGE

Across our Movement, girls and young women are stepping up, speaking out and making change happen. We support them to raise their voices on the issues that matter most to them and equip them to advocate for real change.

In 2024, we supported 14 young women to amplify their voices at two of the world's most influential policy spaces: the UN Climate Change Conference (COP29) and the Commission on the Status of Women (CSW68).

At COP29 in Baku, Azerbaijan, seven WAGGGS Advocacy Champions stood firmly for gender justice in climate solutions. They delivered key demands to governments and policymakers, calling for climate action that includes girls and young women.

At CSW68, another team of seven Advocacy Champions represented WAGGGS at the heart of global gender policy. Chifundo from Malawi delivered an oral statement at the UN General Assembly and the team led a virtual side event, sharing their collective advocacy messages and calls to action.

> **AN AMAZING FEMINIST JOURNEY THAT HAS REAFFIRMED MY FAITH IN HUMANITY. ADVOCACY CAN BE A LONELY JOURNEY AND SEEING SO MANY PEOPLE FIGHTING THE SAME FIGHT CAN MAKE YOU FEEL A LITTLE LESS ALONE.**
>
> Chiska, Global Advocacy Champion, UK

> **LET'S CARRY THIS ENERGY FORWARD AND MAKE THE CHANGE WE WANT TO SEE MOVING FORWARD.**
>
> Chifundo, Global Advocacy Champion, Malawi

UNITY, SOLIDARITY AND ACTIVE COLLABORATION IN THE MOVEMENT

IMPROVING OUR CAMPFIRE COMMUNITY

Campfire is the digital home of WAGGGS. It's a place where staff, volunteers and our Members can connect and collaborate, wherever they are in the world. By the end of 2024, users from 146 Member Organisations were part of the Campfire community and over 70,000 people visited the platform throughout the year.

To better understand how people interact with Campfire, we carried out in-depth user research. These insights will shape future improvements planned for 2025, ensuring the platform is even more useful and accessible. We also upgraded how we track engagement, with real-time data on page views and resource downloads now helping us understand what content is most valuable. These improvements mean we can better support the exchange of resources, tools and inspiration across the global Movement.

A SHARED MOMENT OF GLOBAL CONNECTION

Since 1926, World Thinking Day has been a powerful expression of unity and friendship across borders. In 2024, Members explored global challenges and imagined a more equal and sustainable future.

The activity pack was downloaded over 17,000 times, supporting participation in over 150 countries and territories. Sales of over 76,000 badges and pins raised over £38,000 for the World Thinking Day Fund. This vital support helps deliver projects that empower girls and young women around the world.

A BELOVED WORLD CENTRE COMES BACK TO LIFE

Following a period of consultation, the World Board made the landmark decision to reopen Nuestra Cabaña in Mexico, one of our cherished World Centres that had been closed since the pandemic.

The response has been extraordinary. Since reopening in February 2024, Nuestra Cabaña has welcomed 527 Girl Guiding and Girl Scouting guests, 207 independent overnight travellers and 320 event participants across seven inspiring events. Guests came from 26 different countries and territories, making the Centre once again a symbol of global friendship and opportunity. Its reopening marks a joyful new chapter, re-energising the Movement with renewed connection, learning and international spirit.

> **"HAVING BEEN A GUIDE FOR ALMOST 20 YEARS, BEING PART OF THE WORLD THINKING DAY WRITING TEAM FELT LIKE A FULL CIRCLE MOMENT FOR ME. SEEING GUIDING THROUGH DIFFERENT PERSPECTIVES AND UNDERSTANDING WHAT IT MEANS TO PEOPLE FROM DIVERSE BACKGROUNDS WAS ENRICHING AND CHALLENGED ME TO KEEP THINKING MORE ABOUT DIVERSITY IN THE FUTURE OF OUR MOVEMENT.**
>
> Ivy, Writer for World Thinking Day Volunteer Team, Kenya

GLOBAL CONNECTIONS FOR GIRLS AND YOUNG WOMEN TO BUILD LEADERSHIP AND GLOBAL CITIZENSHIP

TRANSFORMATIONAL EXPERIENCES AT OUR WORLD CENTRES

Our five World Centres – Nuestra Cabaña (Mexico), Our Chalet (Switzerland), Pax Lodge (UK), Sangam (India), and Kusafiri (based in Africa) – are powerful spaces where girls and young women grow, lead and connect across cultures.

In 2024, they continued to serve as hubs of inspiration and learning:

- 6,000+ Girl Guides and Girl Scouts visited our Centres
- 100+ scholarships and travel grants enabled life-changing opportunities
- 90 volunteers from over 30 countries and territories contributed their time and skills
- 49 events connected young people through shared learning and adventure

A standout initiative was the World Centre Volunteer Leadership Programme, where

90

young women from over

50

Member Organisations developed vital skills in teamwork, intercultural communication and leadership.

Travel grants and scholarships ensured wide, diverse participation, helping remove financial barriers to this unique experience.

Our Pax Lodge World Centre in London was host to JamBrownee 2024, which brought together 23 children aged from eight to ten from the UK and India. For many, it was their first large-scale Girl Guiding event blending fun and growth. A magic show sparked creativity, an animal encounter helped build confidence and an after party filled the centre with laughter and dancing. Despite language barriers, children formed meaningful connections through games, songs and play, reminding us that friendship often needs no translation.

[I] LOVED THE FACT THAT PEOPLE FROM ALL OVER THE GLOBE COULD COME TOGETHER LIKE A FELLOWSHIP OF LIKE-MINDED WOMEN WHO CAN GROW AND FLOURISH TOGETHER.

Anonymous,
Juliette Low Seminar,
India

EMPOWERING YOUNG WOMEN THROUGH LEADERSHIP PROGRAMMES

WAGGGS' leadership programmes continue to equip young women with the skills, confidence and vision to lead change in their communities and beyond.

At the Helen Storrow Seminar in March 2024,

21

participants aged 18–30 from more than 15 countries and territories gathered at Our Chalet World Centre, in Switzerland, to explore the theme "Leading Change Through Sustainable Outdoor Adventure."

Over six days, they embraced eco-tourism, practised low-impact travel and designed projects to protect the environment in their communities. The programme blended local exploration, such as visits to the rapidly shrinking Aletsch Glacier, the UN Palais des Nations and conservation centres, with leadership development and cross-cultural exchange.

The Juliette Low Seminar united

150

young women from 72 countries and territories to explore the theme "Lead for Peace."

Delivered in all four WAGGGS languages (Arabic, English, French and Spanish), the nine-month blended programme combined online learning with in-person experiences at Kusafiri, Nuestra Cabaña and Sangam World Centres. A key focus was the 100 Girls Project, with each participant committed to reaching at least 100 girls aged 12–18 with powerful messages on peacebuilding, advocacy and self-belief. Through this ripple effect, projects have already reached more than 8,500 girls, helping to build a generation of confident changemakers.

> **"I FOUND IT INCREDIBLY REWARDING TO WITNESS THE IMPACT OF OUR WORK ON PARTICIPANTS, OBSERVING THEIR GROWTH AND ENTHUSIASM FOR POSITIVE CHANGE. I PARTICULARLY ENJOYED THE OUTING DAYS, WHERE WE COMBINED BONDING, FUN AND EDUCATIONAL ACTIVITIES.**
>
> Miriam, Facilitator, Helen Storrow Seminar, Lebanon

CASE STUDY

PROJECT SPOTLIGHT: SELVSIKKER TJIKKERLIKKER

Created by Mathilde S., Siri and Mathilde B., this 100 Girls Project initiative focused on boosting girls' self-esteem and confidence. They developed a series of fun and thoughtful activities and shared them via a website, presenting the resources at two national Guiding events to over 100 leaders.

These materials are now being used in local groups across Denmark, reaching more than 300 young people. By helping girls feel confident and accepted, the project fosters inclusion and builds a deeper sense of peace and belonging within communities.

GIRLS LEADING THE FIGHT AGAINST PLASTIC POLLUTION

Through the Plastic Tide Turners Challenge (PTTC), a United Nations Environment Programme initiative, WAGGGS continued to enable girls and young women to tackle plastic pollution and lead environmental change. This year's highlights included an International Youth Summit and a hands-on Design Thinking training series.

The summit brought together 60 girls and young women from across Madagascar alongside Member Organisations, schools and Scout groups. Under the theme "Youth for a Green Future", participants explored climate justice, clean energy and self-leadership. The Design Thinking series equipped 50 girls with tools to identify local environmental challenges, generate solutions and prototype community-based responses.

CASE STUDY

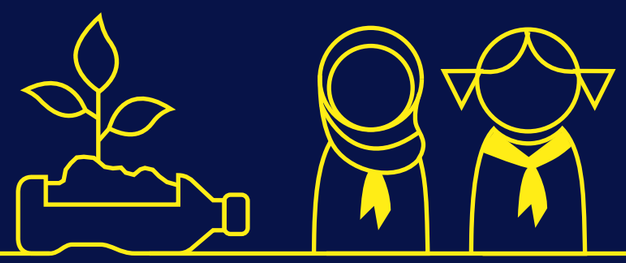
TURNING THE TIDE: FROM PLASTIC WASTE TO COMMUNITY CHANGE

"My journey with the Plastic Tide Turners Challenge began when I was trained as an Advocacy Champion. That training opened my eyes to the devastating effects of plastic pollution.

As a teacher, I introduced recycling practices in my school, training both educators and learners on how to reuse plastics. What started as a simple project grew into an income-generating activity, and eventually a community-wide initiative involving 20 schools and five community groups. We now recycle plastics into useful products like dustbins, flower vases and even learning tools.

One of the most impactful outcomes of my work was at Trust Community School in Masaka City. Together with teachers, learners and parents, we launched a plastic collection and recycling campaign. We used the funds to buy 30 chairs and 11 desks. This demonstrated to the community how environmental solutions can drive social and economic change.

Christine, Plastic Tide Turners Challenge Advocacy Champion and Teacher, Uganda



YESS GIRLS' MOVEMENT CELEBRATES TEN YEARS OF IMPACT

Dubbed "the journey of a lifetime", our international exchange programme, the YESS Girls' Movement, supported by NOREC, a Norwegian government agency, gives young women the opportunity to live and volunteer in another country for six to nine months. Celebrating its tenth year, the programme enabled 60 young women to engage in exchanges across 13 countries and territories. Since its launch, 331 participants from 17 Member Organisations have taken part. As part of the celebrations, we hosted moments of connection with people who had supported or been involved in the programme over the past ten years.

MEANINGFUL YOUTH PARTICIPATION

EMBEDDING YOUTH LEADERSHIP ACROSS THE MOVEMENT

WAGGGS made strong strides in 2024 towards becoming a truly girl-and young women-led Movement, which is part of our long-term vision, Compass 2032. By investing in Meaningful Youth Participation and making it a collective priority, we are equipping both our internal teams and Member Organisations with the tools, systems and culture needed to ensure girls and young women shape decisions at every level.

Key progress in 2024 includes:

- Finalising the Meaningful Youth Participation Framework and training to standardise practices and create a shared reference to help embed consistent youth-led practice across the Movement.
- Developing a toolkit in collaboration with the Youth Voice Volunteer Team to support individuals and organisations to use the Framework.
- Establishing a Meaningful Youth Participation Working Group within WAGGGS staff to self-assess and develop action plans for improving youth participation practice. Collaborating with senior management and the Monitoring, Evaluation and Learning team to define measurable indicators for tracking progress towards our vision.
- Running the 60 Ways in 60 Days online campaign, which amplified 121 personal stories showing how Girl Guiding and Girl Scouting unlocks leadership and decision-making power for young people.

I FEEL THAT THIS EXPERIENCE HELPED ME TO UNDERSTAND DIFFERENT CULTURES AND MADE ME MORE CONFIDENT ABOUT MY COMMUNICATION SKILLS WITH PEOPLE FROM DIFFERENT BACKGROUNDS IN PERSON AND NOT ONLY ONLINE.

Anonymous

Photos by Steph Fawdry, Roverway

CELEBRATING YOUTH-LED IMPACT

Roverway is a major European event for Guides and Scouts aged 16-22, held every three to six years. In 2024, the ten-day event took place in Norway, co-hosted with World Scouting (formerly the World Organisation of the Scout Movement). It brought together over 5,600 young people from across Europe Region and beyond, serving as a powerful platform for capacity building and volunteer development.

WAGGGS used the event to recruit and train volunteers who played a central role in our presence. Volunteers facilitated workshops, helped shape the educational framework, led key areas of the camp and collaborated with external experts and major partners.

In total, 28 trained facilitators led workshops for more than

1,500

participants.

This work was a significant step in building a sustainable, skilled pool of WAGGGS volunteers. Each volunteer received tailored training and was given a meaningful role.

A core part of our Roverway programme was the 13 WAGGGS "paths" which provided an opportunity for participants to explore a local area, alongside a programme theme, such as adventure, culture or creativity. These paths engaged 600 young people in small, diverse groups, led by 22 path leaders and supported by 28 partner organisations. Every activity and workshop aligned with WAGGGS' goals and showcased our programmes in action encouraging peer learning, reflection and collaborative problem-solving. For many participants, it was a life-changing opportunity to grow as leaders and global citizens.

MEMBER ORGANISATIONS ARE SUPPORTED TO BE THRIVING, INCLUSIVE AND DELIVER A HIGH-QUALITY GIRL GUIDING AND GIRL SCOUTING EXPERIENCE

SUPPORTING MEMBER ORGANISATIONS

MEMBER ORGANISATION COLLABORATION AND NETWORKING FOR QUALITY GIRL GUIDING AND GIRL SCOUTING

STRENGTHENING LEADERSHIP AND COLLABORATION

In 2024, two major initiatives deepened collaboration, unlocked leadership potential and brought renewed purpose to Member Organisations across the Asia Pacific and Western Hemisphere Regions.

Now in its third phase, the Caribbean Champions for Change initiative supported eight Caribbean Member Organisations to make Girl Guiding and Girl Scouting more relevant, accessible and girl-led. Through monthly workshops, youth focus groups and tailored leadership training, each Champion team co-designed bold new experiences that reflect the voices and priorities of local girls. Peer learning and regular leadership check-ins kept the momentum strong and supported continuous improvement.

For the first time in over a decade, five Pacific Member Organisations – Cook Islands, Fiji, Kiribati, Solomon Islands and Tonga – came together in person for the Pacific Gathering in Fiji. Using the Capacity Assessment Tool 2.0, each organisation created a one-year action plan to strengthen governance, grow leadership pipelines and sharpen strategic focus. The event reignited connections and laid the groundwork for shared action and long-term growth.

SUPPORT MEMBER ORGANISATIONS TO PROVIDE HIGH QUALITY GIRL GUIDING AND GIRL SCOUTING

EQUIPPING MEMBER ORGANISATIONS WITH TAILORED SUPPORT AND TOOLS

To help build a stronger, more resilient Movement, WAGGGS delivered support and resources to Member Organisations across all five WAGGGS regions. This work was grounded in regional priorities and focused on core areas such as governance, leadership, fundraising and programme quality.

What we achieved in 2024:

- **Building skills where they are needed most:** Fundraising, communications and membership growth were addressed through regional webinars, one-to-one coaching and a new Fundraising Toolkit. Fourteen Member Organisations in Asia Pacific Region joined an in-depth training series, with 11 completing the full course. In the Arab Region, we hosted an in-person Fund Development and Grant Writing event in Tunisia for 38 participants from 11 Member Organisations, boosting core fundraising capacities for sustainable programmes.
- **Boosting communications capacity:** A global series of webinars, delivered in all four of WAGGGS' official languages (Arabic, English, French and Spanish), covered storytelling, branding and social media strategy.
- **Prioritising youth engagement in Africa Region:** More than 75 participants from 26 Member Organisations joined a four-part webinar series tackling topics such as inclusion, leadership, mental wellbeing and career development.
- **Turning insights into action with the Capacity Assessment Tool 2.0:** 21 Member Organisations submitted updated assessments. In-person workshops in countries including Armenia, Ghana and Mongolia gave teams space for deeper reflection and action planning.

THIS IS TRULY A WONDERFUL OPPORTUNITY TO ESTABLISH MEANINGFUL CONNECTIONS WITHIN THE ARAB REGION, AND WE HAVE LEARNED A WEALTH OF AMAZING CONTENT THIS YEAR ON HOW TO EFFECTIVELY PREPARE PROPOSALS AND PRESENT THEM TO POTENTIAL GLOBAL FUNDERS.

Nivine, Orthodox Guides International Commissioner, Lebanon

DEEPENING RELATIONSHIPS AND EXPANDING OUR MOVEMENT

WAGGGS is committed to strengthening relationships with existing Member Organisations and expanding our global reach by supporting prospective members on their journey into the Movement.

In 2024, visits to Member Organisations across all the five WAGGGS regions helped deepen engagement, identify areas for support and offer vital training. In Africa Region, we supported Mozambique in forming a national committee and enhancing programme delivery, while visits to Congo Brazzaville and Malawi focused on building leadership capacity. Across the Asia Pacific Region, visits supported preparing action plans and reviewing progress on the Capacity Assessment Tool 2.0.

In Europe Region, visits were held in

12

countries either as stand-alone activities or in connection with events being held. In the Western Hemisphere and Arab Regions, in-person engagement with decision-makers and volunteers offered insights into local experiences.

Our Membership and Regional Support Team worked closely with four potential Member Organisations in Bulgaria, the Faroe Islands, Gabon and Morocco. These organisations share a commitment to bringing the benefits of Girl Guiding and Girl Scouting to more girls and young women. WAGGGS' membership application process is a structured and supportive journey, combining policy guidance, shared learning and in-person visits.

A GLOBAL APPROACH TO GROWING AND LEARNING

The Growing and Learning (GAL) Framework is a development tool designed to be used across the Girl Guide and Girl Scout Movement. It describes the characteristics of quality Girl Guiding and Girl Scouting, defines the growth outcomes all learning experiences should contribute to, and includes WAGGGS' latest thinking about the shared concepts at the heart of our Movement.

In 2024, we completed part one of the framework, Policy and Concepts, following a collaborative development process involving 43 Member Organisations. To test and refine the framework before its launch, we hosted two pilot events: one in Nepal for 16 Member Organisations in the Asia Pacific Region and another bilingual event in France with Member Organisations from five regions. These gatherings helped ensure the policy is relevant, practical and informed by real experiences. It also created new opportunities for peer learning and co-creation with our Members.

In 2025, the focus will shift to part two of the framework, Guidelines and Pathways, which will support Member Organisations in implementing the framework across youth and adult roles and help guide their growth and development efforts.

STANDING WITH MEMBER ORGANISATIONS THROUGH CRISIS

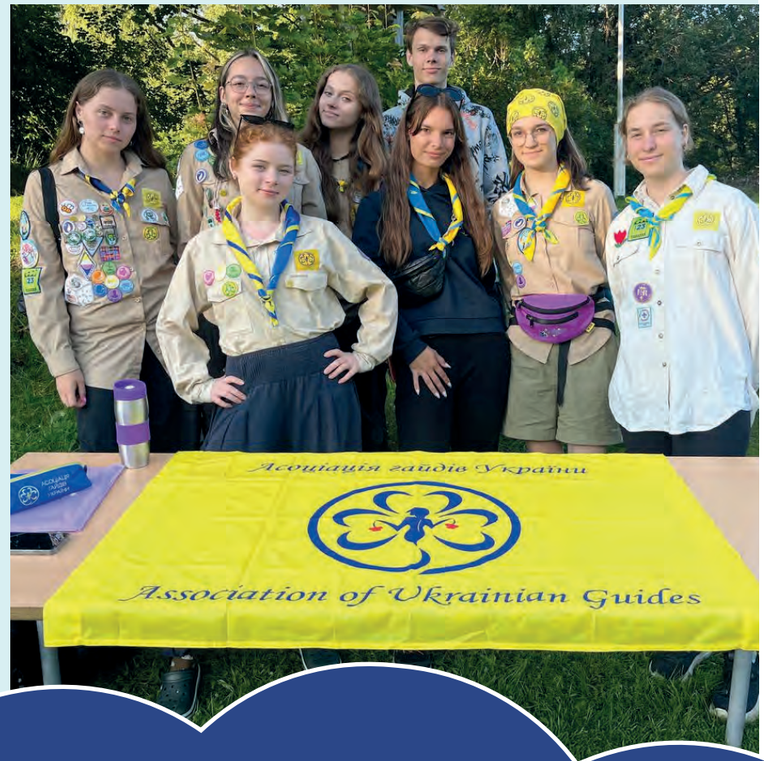
In times of instability, WAGGGS works alongside Member Organisations to help them navigate crisis and continue delivering the life-changing benefits of Girl Guiding and Girl Scouting.

In 2024, Mauritania, Sudan and Yemen began one-to-one partnerships with WAGGGS volunteers. Together, they completed capacity assessments and created focused action plans to support recovery.

Despite ongoing conflict, the Association of Ukrainian Guides remained active and visible, participating in the Commission on the Status of Women, The Helen Storrow Seminar, Juliette Low Seminar, the WAGGGS Extraordinary General Meeting and the European International Commissioners Forum.

In Albania, WAGGGS' support helped the national association hold its first virtual National Assembly, elect a new board and reconnect with the international Girl Guiding and Girl Scouting community.

These tailored interventions are more than crisis response. They represent long-term investments in organisational strength, capacity and the enduring impact of Girl Guiding and Girl Scouting.



"IN 2024, WAGGGS STOOD BY ALBANIA DURING ONE OF ITS MOST CHALLENGING TIMES. AS WE FACED SERIOUS ISSUES WITH OUR NATIONAL LEGAL DOCUMENTS AND TRANSITIONED FROM AN OLD BOARD TO A NEW ONE, WAGGGS OFFERED SUPPORT IN EVERY STEP. EACH MEMBER FELT SEEN, HEARD AND ENCOURAGED. THROUGH TRAINING, RESOURCES AND LEARNING OPPORTUNITIES, WE WERE NOT ONLY GUIDED THROUGH THE CRISIS BUT ALSO EMPOWERED TO GROW.

Alesia, International Commissioner, Girl Scouts of Albania

WAGGGS INITIATIVES MODEL THE CHARACTERISTICS OF QUALITY GIRL GUIDING AND GIRL SCOUTING

DRIVING CHANGE THROUGH FACILITATION AND YOUTH LEADERSHIP

Skilled facilitators and inspired young leaders are at the heart of transformation across our global Movement.

A major milestone in 2024 was the launch of the International Facilitator Competency Framework, "Learning Together". This new framework defines facilitation within WAGGGS, sets out the skills and behaviours required and provides a clear pathway for volunteers to become accredited facilitators. It lays the foundation for a sustainable pipeline of trained facilitators to support global learning and development.

During the year, 12 staff and 84 volunteers from 42 Member Organisations across all five WAGGGS regions completed facilitator training through four cohorts. These cohorts contributed to key events such as the Juliette Low Seminar and Roverway and served as testing grounds to refine the programme ahead of its official launch in 2025.

MOBILISING YOUNG PEOPLE THROUGH COLLABORATION

WAGGGS is a member of the Big Six, a strategic alliance of leading international youth organisations, which also includes World Scouting, Young Women's Christian Association, Young Men's Christian Association, the International Federation of Red Cross and Red Crescent Societies and the Duke of Edinburgh's International Award.

In 2024, WAGGGS continued to play a leading role in the second phase of the Global Youth Mobilization (GYM) initiative, a Big Six collaboration supported by the EU Youth Empowerment Fund. Launched in response to the COVID-19 pandemic, GYM empowers young people to drive local solutions to global challenges. Through the Network Solutions model, WAGGGS managed €400,000 in funding and supported 16 youth-led projects from 14 Member Organisations and two World Centres. These initiatives are tackling urgent global issues through activities to deliver climate action, gender equality and inclusion, showcasing the power of young people to drive meaningful change.

GIRLS LEADING CLIMATE ACTION ON A GLOBAL SCALE

Girl-Led Action on Climate Change (GLACC), funded by the AKO Foundation and UNICEF Eastern and Southern Africa Regional Office, is a transformative, girl-designed programme to equip girls and young women to lead climate action at all levels. Now active in 23 countries across Africa, Asia Pacific, Latin America and the Caribbean, GLACC provides participants with climate knowledge, resilience skills and advocacy tools.

Key achievements for 2024 include:

- 56,240 girls and young women earned their GLACC badge, gaining knowledge of the gendered impacts of climate change and practical resilience skills.
- Through peer learning, over 112,480 community members were educated in sustainable practices.
- A cascade training model helped scale the programme nationally: 213 National Trainers reached 1,035 unit leaders, embedding the programme at grassroots level.
- 79 Advocacy Champions designed and delivered national strategies for urgent climate issues.

The programme's impact was recognised by the GENE Global Education Award, which praised GLACC for equipping girls with the knowledge, confidence and leadership to respond to the climate crisis.

"THE GLACC PROGRAMME IS INNOVATIVE, FUN AND DYNAMIC. IT MAKES YOU REFLECT ABOUT KEY CONCEPTS ON THE CLIMATE CRISIS AND HOW IT IS AFFECTING OUR HEALTH, BIODIVERSITY, WATER ACCESSIBILITY, AND HOW IT IS DIFFERENT FOR WOMEN AND MEN.

Flavia, Bolivia

SAFER DIGITAL SPACES FOR YOUNG PEOPLE

The internet allows young people to connect with friends, learn new things and enjoy their free time. But there are pressing issues for young people when they are online, including cyberbullying, exposure to violent content, misinformation and unequal access.

Surf Smart 2.0, supported by Norton (part of Gen), is a non-formal education curriculum that helps young people to connect safely and positively online.

During the year, the project reached

232,726

young people across 22 Member Organisations, helping them to navigate the digital world with safety and confidence.

With guidance from 11,533 trained leaders, girls and young women learned how to recognise online risks, make informed choices and advocate for safer digital spaces.

Through the Surf Smart Advocacy Fund, 175 Advocacy Champions from ten Member Organisations launched 24 youth-led projects promoting online safety and digital rights.

The programme's impact extended beyond local communities, with Surf Smart represented at key global events including the UN Civil Society Conference and the Asia Pacific Regional Symposium on technology-facilitated gender-based violence, organised by UNFPA. A Surf Smart Summit at Sangam brought together participants from 20 countries to share best practices and shape the future of the programme.

"THE LOSS OF A FRIEND TO CYBERBULLYING PROFOUNDLY IMPACTED ME AND INSPIRED MY COMMITMENT TO THE SURF SMART ADVOCACY PROGRAMME.

I EMBRACED THE OPPORTUNITY TO LEARN ABOUT OUR DIGITAL FOOTPRINT AND THE SOCIETAL HARMS ASSOCIATED WITH IT. I DISCOVERED THAT GIRLS ARE PARTICULARLY VULNERABLE TO ONLINE BULLYING, MAKING IT ESSENTIAL FOR ME TO EDUCATE MYSELF FURTHER THROUGH RESEARCH AND TRAINING.

THE CHANCE TO DRAFT AND IMPLEMENT MY OWN PROJECT, ALLOWING ME TO GIVE BACK TO MY COMMUNITY, WAS INCREDIBLY FULFILLING. I AM GRATEFUL FOR THE SKILLS AND KNOWLEDGE I HAVE GAINED, AS WELL AS THE POSITIVE IMPACT WE HAVE MADE AND WILL CONTINUE TO MAKE.

Michelle, Assistant Projects and Strategic Manager, Ghana Girl Guides Association

BUILDING CONFIDENCE, BREAKING DOWN BARRIERS

Free Being Me, funded by Dove, encourages young people, especially girls, to speak out against society's beauty standards. More than 1.1 million young people were reached by the campaign across 40 Member Organisations, exceeding targets by 265 per cent and making 2024 a landmark year for body confidence education.

The programme was a key feature at the Mongolia and Taiwan National Jamborees, where it reached over 1,000 participants in each country. In both events, Free Being Me was delivered as a core activity, giving girls and young people hands-on, immersive experiences that encouraged open conversations around body image and self-esteem. In Mongolia, it was also the first time both Free Being Me and Surf Smart were delivered side by side, highlighting the link between online safety and body confidence.

In 2024, Free Being Me trained over 10,800 facilitators across 74 countries and territories and introduced new adaptations for cultural relevance, outdoor settings and young people with disabilities. The programme launched the Camping with Confidence toolkit and expanded its reach through facilitator trainings in Africa Region and the Arab Region. The programme was also named a finalist in the Third Sector Awards for its global impact.

EXPANDING ACCESS AND CONFIDENCE IN STEM ACROSS THE MOVEMENT

Across the globe, we are encouraging girls and young women to step into science, technology, engineering and maths (STEM) with confidence and challenge gender inequality to reimagine what's possible. Our range of initiatives are designed to inspire girls and build confidence to explore STEM education and careers.

The results of our first-ever global STEM consultation were published, drawing on responses from

8,576

young people from 109 countries and territories, representing 72 per cent of Member Organisations.

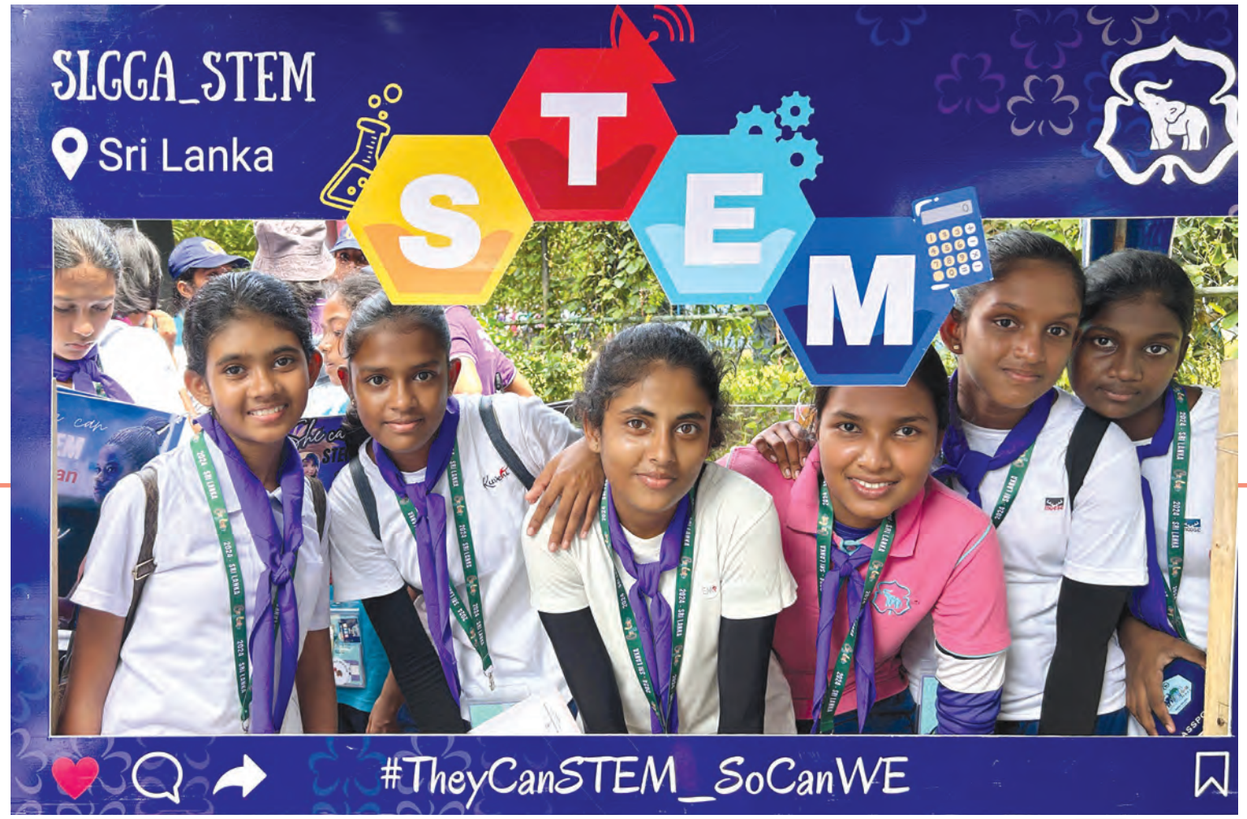
The findings, launched alongside the new STEM Hub on Campfire, revealed strong enthusiasm for STEM, but also a confidence gap among adult leaders. Just seven per cent of Member Organisations reported that their volunteers felt confident in delivering STEM activities. Young women led the consultation as both respondents and analysts, ensuring youth voice and leadership at every stage.

To help close that gap, we launched the STEM Changemakers programme. It's designed to increase adult volunteer leaders' confidence, promote STEM education and spark inspiration among girls and young women for future careers in STEM.

This year marked the start of major multi-year partnerships:

- In Malaysia, Nepal, Singapore, Sri Lanka and Taiwan, with the support of the Spectris Foundation and KLA Foundation, we launched STEM Changemakers, a brand-new programme aimed at inspiring as well as building agency for girls and young women on the topic of STEM.
- In Hong Kong, Singapore and Taiwan, WAGGGS launched Girls for Green Energy, an innovative programme made possible by Siemens Energy, where we use game-based and peer-led learning to explore green technology and sustainability.

We have also brought STEM programmes to our World Centres. At Sangam, over 700 children aged from ten to 14 joined the STEM Discovery Day, supported by Johnson & Johnson. From building wind turbines to experimenting with everyday science through tasks like making chai (tea), participants explored how STEM connects to their lives and how they can advocate for equal access in their communities.



A SUSTAINABLE WAGGGS

A strong financial and operational foundation is essential for WAGGGS to deliver long-term impact for girls and young women. Sustainability means we can support Member Organisations effectively, respond to global challenges and grow a Movement that is ready for the future.

In 2024, our global community came together in powerful and inspiring ways. The Olave Baden-Powell Society 40:40 Challenge exceeded its ambitious targets, welcoming 60 new Members, 40 Young Members, 42 Associate Members and celebrating 81 recognition advancements. This special campaign, marking the Olave Baden-Powell Society's 40th anniversary, showed the strength of our donor network and their commitment to growth and inclusivity.

Giving Day 2024, our annual 36-hour global fundraising event that unites the Movement to support girls and young women worldwide, was also a record-breaker, raising over £204,000 from 584 donors across 49 countries and territories. It was powered by 159 champions, many young and active in the Movement, and showed the power of peer-led fundraising.

STRENGTHENING SYSTEMS FOR A SUSTAINABLE FUTURE

We made vital strides in building the systems, tools and culture needed to secure WAGGGS' long-term sustainability:

- Recent improvements have strengthened financial accuracy and efficiency, setting the stage for more consistent management. In 2025, the focus will be on expanding team capacity, enhancing reporting capabilities and empowering staff and budget holders with better access to financial insights.
- Our Monitoring, Evaluation and Learning (MEL) framework is fast becoming a key organisational asset, enabling us to track progress, learn as we go and make evidence-based decisions. In 2024, we developed a fully functional MEL system for our global programmes, including a Theory of Change, results framework, Quarterly Progress Report tool and a centralised Management Information System.

  In 2025, we will complete a WAGGGS-wide Theory of Change and introduce shared Key Performance Indicators aligned to our three-year action plan. Across 2025 and 2026, this integrated MEL system, encompassing frameworks, tools and processes, will provide the foundation for measuring WAGGGS' collective impact and progress against strategic goals.
- Safeguarding remains a cornerstone of our work. In 2024, we rolled out an updated policy with significant enhancements, including the inclusion of vulnerable adults, a new standard on the prevention of sexual exploitation and abuse (PSEA) aligned with UNICEF guidelines, and clearer guidance for working with under-18s. More than 95 per cent of WAGGGS' Global Team completed the new safeguarding training. We also built internal capacity through the Safeguarding Leads and Champions Group, which delivered over ten training sessions to nearly 200 team members across the organisation.

  At the same time, through our Safeguarding Capacity Building project, we launched comprehensive training and supported Member Organisations to strengthen local systems. In 2025, we will build on this with new tools, more expert volunteer support and wider training opportunities.

DATA-DRIVEN DECISIONS AND STRATEGIC DIRECTION

We completed a full World Centres Evaluation in 2024, assessing their operations, financial sustainability and alignment with our Global Strategy. This work responds to Motion nine from the 38th World Conference and reflects input from diverse stakeholders. The findings, shared with Member Organisations in December, highlight key achievements, challenges and recommendations to guide the Centres' future.

In 2025, further data gathering will continue with a viability study on Kusafiri and a year-one review of Nuestra Cabaña. These insights will inform a strategic plan to ensure the World Centres remain sustainable, impactful and globally relevant.

EVOLVING HOW WE SUPPORT AND ENGAGE VOLUNTEERS

Volunteers are at the heart of everything we do, and in 2024 we took significant steps to enhance how we support them. We streamlined induction on Campfire, introducing clear guidance on mandatory and suggested learning, and new tools to track volunteer progress and team placement. These updates allow volunteer managers to offer tailored and proactive support. We also made progress on a unified Code of Conduct for all members of the Global Team to align the use of policies and tools across our volunteer model.

In 2025, volunteering will be formally integrated into WAGGGS' international leadership offer. A new Core Competencies Framework, updated volunteer policies and targeted learning tools will support each stage of the volunteer journey. The new Facilitator Programme will enhance key skills, while plans to simplify administration and automate systems will ensure a more connected volunteer experience aligned with our Global Strategy.

STRONGER GOVERNANCE FOR A STRONGER MOVEMENT

Our Extraordinary General Meeting (EGM) in September 2024 marked a key governance milestone. A total of 127 Member Organisations attended, representing 83 per cent of the total membership. In the lead up to the EGM, WAGGGS led an inclusive Membership Fee Review consultation, creating opportunities for all Member Organisations to expand their understanding of the global fee system and contribute to shaping a sustainable future model. This process helped build broad consensus across the Movement.

At the EGM, delegates made important decisions, including the approval of the new Membership Fee model, which will be implemented in 2025. This sits alongside wider consultation as part of the Governance Review, shaping a more inclusive and future-ready organisation.

A NEW FUNDRAISING STRATEGY FOR A CHANGING WORLD

WAGGGS is developing a new and ambitious fundraising strategy for 2026–2029 to align with our global goals and meet shifting external challenges.

In an increasingly competitive funding landscape, we are setting a three-year fundraising strategy that reflects both urgency and ambition. We will explore emerging philanthropic trends and new opportunities, while reinforcing our commitment to strong donor care and stewardship. By remaining agile, innovative and donor-focused, we aim to secure sustainable funding that supports the long-term success of our Movement and amplifies our global impact.

"THANKS TO THE GENEROSITY OF OUR TRULY GLOBAL DONOR COMMUNITY, THE OLAVE BADEN-POWELL SOCIETY HAS ENABLED WAGGGS TO DELIVER LASTING IMPACT FOR GIRLS AND YOUNG WOMEN EVERYWHERE. EACH GIFT, FROM EVERY CORNER OF THE WORLD, HELPS US STRENGTHEN THIS EXTRAORDINARY MOVEMENT – PROVING THAT WHEN WE COME TOGETHER AS ONE GLOBAL FAMILY, WE CAN ACHIEVE REMARKABLE CHANGE.

Kaela Sáenz Oriti, President of the Olave Baden-Powell Society

FINANCIAL REVIEW

NET INCOME / EXPENDITURE

The figures below are a summary of the Statement of Financial Activities (SoFA) figures, which can be found in more detail on page 67.

INCOME AND EXPENDITURE	2024	2023	Increase (+)/ Decrease (-) %
		RESTATED	
	£'000	£'000	%
Income	8,795	7,382	19%
Cost of raising funds	854	918	(7)%
Charitable spend	7,469	6,795	10%
Net expenditure before gains / (losses)	**472**	**(331)**	**243%**
Investment (losses) / gains	(27)	118	(123)%
Other gains / (losses)	10	(55)	119%
Net income / (expenditure) for the year	**455**	**(268)**	**271%**

Income

2024 was a year of strong financial growth, operational efficiency, and programmatic expansion, marking a robust recovery and enhanced mission delivery compared to 2023.

Total income rose by 19% to £8.8m (2023: £7.4m), underpinned by several key drivers. Notably, Norec funding increased by £450k, and membership fees from Member Organisations rose by £123k.

The fundraising teams excelled, surpassing their collective target, thanks to standout performance in giving circles — including a £150k uplift from AKO.

Additionally, £308k in income was received from the European Commission's Global Youth Mobilisation initiative, a new stream in 2024.

The STEM programme also contributed £189k, reflecting its rapid growth and success, particularly through collaborative delivery with World Centres — a model that has demonstrated both scalability and value.

Under the Charity Statement of Recommended Practice (SORP), grant income is recognised immediately if there are no material performance conditions and not recognised in line with when the expenditure is incurred.

No new endowments were received in 2024.

Expenditure

The organisation achieved greater efficiency, as the cost of raising funds declined by 7% to £0.86m (2023: £0.92m), driven by improved processes within the fundraising teams. This operational discipline enabled a 10% increase in charitable spend, rising to £7.5m (2023: £6.8m), allowing enhanced delivery of strategic programmes such as STEM and Global Youth Mobilisation.

Net Result

Despite this increased expenditure, the organisation's core operations moved decisively into surplus. Net income before investment activity rose to £0.46m, a stark improvement from the £0.27m deficit in 2023. This shift reflects the effect of strong income growth and disciplined cost management.

Cashflow

In 2024, the organisation strengthened its cash flow position, with net cash used in operating activities falling to £509k, a notable improvement from £1.58m in 2023. Investing activities resulted in a net outflow of £(146)k, largely due to continued asset and investment acquisitions managed by Quilter Cheviot. Despite lower proceeds from the sale of investments, the organisation still recorded a net increase in cash and cash equivalents of £363k, adjusted slightly by a £ 28k positive foreign exchange effect, ending the year with a solid cash balance of £4.25m — up by £0.39m previously. This demonstrates a stable financial base and enhanced liquidity.

RESERVES POLICY

In 2024, the World Board reviewed the reserves policy and opted to increase the contingency for the Reserves Policy. The policy aims to ensure the organisation has sufficient unrestricted reserves available to support the stability of the organisation, including delivery of its vision and mission, the various programmes offered by the organisation, and the employment and ongoing operations of the organisation. This includes a minimum of six months of staff salary costs (£1.8m) and six months of operating costs (£1.1m). Therefore, the minimum level of unrestricted reserves held is £2.9m. The Reserves Policy takes full account of the requirements and guidance set out in the Charity Commission publication 'Charity Reserves: Building Resilience' (CC19).

The Audit, Finance and Risk Committee reviews the reserves position during the year and reviews the suitability of the reserves set by the policy as part of the annual business plan and budgeting process.

Three categories of reserves are held by the Charity:

- Restricted reserves are those funds given by donors / grant givers whereby the terms of the funding agreement specify that the funds be restricted for a particular purpose. Balance as at 31 December 2024 is £6.9 million (2023: £7.2 million)
- Endowment reserves are those funds given to the Charity by an external donor to be applied in accordance with the donor's intentions and where one of those intentions is preservation of the original capital. WAGGGS holds an endowment, the Cheryl Watkins Fund, which is highly restrictive in nature and can only be applied to travel for women over 60. Balance as at 31 December 2024 is £1.1 million (2023: £1 million).
- General unrestricted reserves a re the balance of reserves held by the Charity. Unrestricted reserves amounted to £3.8 million at 31 December 2024 (2023: £3.1 million).

In its Global Strategy 2024-29, WAGGGS has committed to becoming budget neutral by 2025 and to begin building up its reserves (based upon a new Reserves Policy) no later than 2027.

INVESTMENT POLICIES AND PERFORMANCE

The WAGGGS Constitution enables the World Board to invest any funds that are not immediately required for its purposes in such investments as may be thought fit, subject to any conditions and consents as may be required by law.

The World Board has previously set an ethical investment policy, driven by WAGGGS' principles and consistent with Trustees' responsibilities under the Charities Act. Under this policy, our investment managers, Quilter Cheviot Investment Management (QC), are instructed to take all reasonable measures to avoid investing in companies or

assets for which it is possible to determine that a material proportion of revenue is derived from the following activities: tobacco, alcohol, pornography, gambling, armaments or damage to the environment. In addition, our investment managers have been instructed that WAGGGS' wishes to avoid investment in regions or companies that have material dealings that breach human rights, particularly those of women and girls.

In setting the performance criteria against which the investment portfolio is managed, consideration is given to achieving capital growth and the target to provide up to five per cent of WAGGGS' total income requirements in the year. The allocation of assets is reviewed each year, taking into account advice from the investment managers. The degree of risk considered appropriate for WAGGGS' investments and performance is reviewed against industry benchmarks.

In managing the portfolio, QC have been given a balanced investment mandate, which means that they should avoid unnecessary risks to the investment portfolio overall and that they should target long-term growth through a combination of income and capital growth. The World Board has adopted a low to medium tolerance to risk in the investment strategy. The investment managers are required to apply the ethical considerations, as agreed with the World Board.

The consolidated balance sheet shows investments at reporting date of £4.4 million (2023: £4.1 million). The majority of investments are held in the main portfolio which stood at £3.4 million at the end of 2024 and during the year delivered a net capital return of -1.2% (2023: 2.1%), a net income return of 3.7% (2023: 2.1%) and, consequently, a total return of 2.5% (2023: 5.3%).The funds were in line with the benchmark QC Cautious Index 2.5%.

Separately, £1 million was held in an endowment, the Cheryl Watkins Fund. QC have been given a balanced investment mandate aiming to target long-term growth through a combination of income and capital growth. The World Board has adopted a medium tolerance to risk in this fund's investment strategy. In 2024, the fund delivered a net capital return of 4.4% (2023: 3.4%) and a net income return of 3.5% (2023: 3.5%), thus a total return of 7.9% (2023: 7.0%). This compared to a movement in the benchmark QC Charities Composite of 11.7%.

GOING CONCERN

The Trustees have reviewed WAGGGS' financial position, reserves, and future plans in assessing the organisation's ability to continue as a going concern. While recognising the challenges faced in the external environment, WAGGGS has taken a proactive approach to secure long-term sustainability through a combination of strategic fundraising, operational improvements, and efficiency measures.

Looking ahead, 2025 will reflect the benefit of targeted investments aimed at delivering additional funding through a three-year fundraising strategy that combines urgency with ambition. This strategy will explore emerging philanthropic trends and new opportunities to diversify and grow income. Alongside this, investments are being made to strengthen the operations of the World Centres, with the goal of enabling them to become increasingly self-sufficient and financially resilient.

The organisation is also implementing cost-efficiency measures across all areas of operation, ensuring resources are used effectively. An enhanced model to recover overheads from grants is being rolled out, supporting WAGGGS in running projects more effectively while maintaining a financially sound approach to programme delivery.

In light of these measures, and after reviewing budgets, forecasts, and risk management strategies, the Trustees are confident that WAGGGS has the resources to continue operating for the foreseeable future. Accordingly, the Trustees consider it appropriate to prepare the financial statements on a going concern basis.

INTERNAL CONTROL

The World Board are responsible for ensuring that WAGGGS has a sound system of internal controls to safeguard its assets and will use their best endeavours to ensure its policies and procedures are strengthened and its aims and objectives met. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. Internal control processes include:

- Separation of duties within the finance team
- Access controls in respect of the financial system and bank accounts
- Physical checks and audits, e.g. in respect of petty cash
- Use of standardised documentation
- Use of trial balances and regular reconciliations
- A regularly maintained scheme of delegated financial authority

In addition, there is regular monitoring of the delivery of the WAGGGS Global Strategy by the Senior Management Team, World Board, and regular monitoring of WAGGGS' financial performance by the Senior Management Team, the Audit, Finance and Risk Committee and the World Board.

This report and financial statements cover the year ended 31 December 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements. The financial statements comply with WAGGGS' Constitution and Bye-Laws, the Charities Act 2011 and the Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102, second edition – October 2019, effective 1 January 2019). The report and financial statements also comply with the requirements of section 13 of the Charities (Protection and Social Investment) Act 2016.

Risk Statement

WAGGGS structured its risk register and reporting across 16 identified areas of risk.

As per WAGGGS' Risk Management Policy and Process, the World Board approves the risk register annually and it delegates quarterly oversight to the Audit, Finance and Risk Committee, which the Chief Executive and World Board Chair attend. The World Board also reviews a high-level summary of the risk register on a quarterly basis. The Audit, Finance and Risk Committee scrutinises the mitigating actions taken by WAGGGS' to address the identified risks. The committee also highlights ongoing concerns and suggests additional areas of focus.

Key considerations related to risk for 2024 were:

1.Nuestra Cabaña

The centre officially opened on 8 February 2024, although had been receiving visitors and delivering programming since November 2023. The process to set up a new entity for management of the centre took longer than expected due to bureaucracy and processes with Mexican authorities. A lower number of long-term volunteers was in place in 2024 than planned. The Our Cabaña appeal had about US$1m pledged to it, although over half of these funds were long term endowment or legacies. All funds planned to be received were received. Nuestra Cabaña's income was significantly supported by the pledge funds. In 2026, the appeal funds will drop away and if income from bookings is insufficient WAGGGS will need to underwrite these costs of between £70-100k annually.

2.Finances

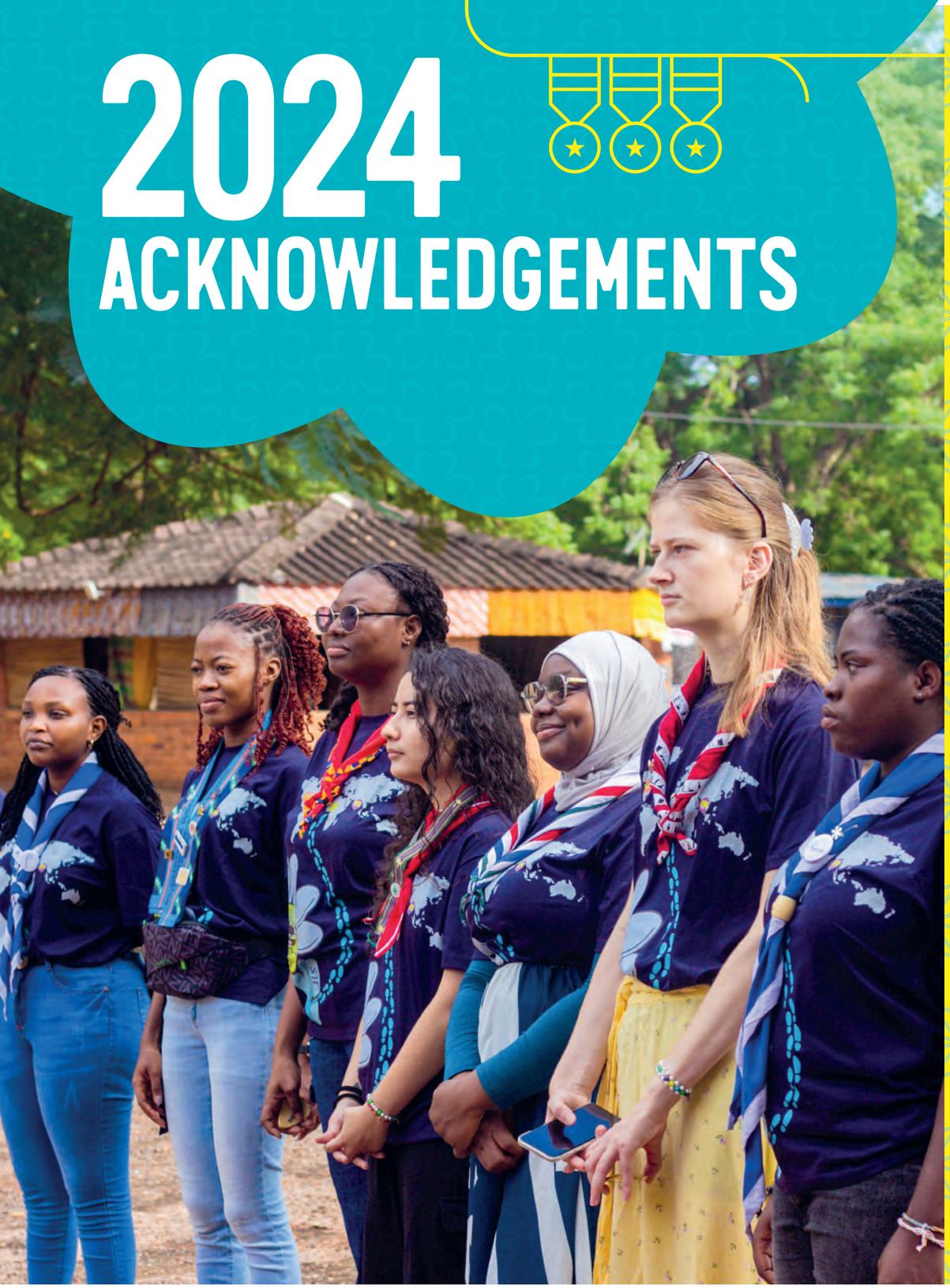
In 2024, there remained some issues in WAGGGS' budgeting and regular reporting process that needed to be improved to ensure better sight of potential savings throughout the year. Efforts were made in 2023 and 2024 to reduce spend across the organisation based on financial modelling. This included the delaying and rescheduling of some investment in some organisational areas – number of staff, new programmes, and operational areas. For 2025, WAGGGS made a provision for some new posts in Governance and Events, and Membership and Regional Support. At its Senior Management Team (SMT) Q2 in-person meeting, SMT identified a few key projects which WAGGGS need to invest in, including staffing policy updates, archive review, and finance system investment.

3.Difficulty of raising funds for specific programmes

Beyond 2024, WAGGGS had little or no restricted funding available for continuing two programme areas. One was the programme to address gender-based violence (the Stop the Violence campaign). The other was the global advocacy programme. Both programmes were at risk of a reduction in scale or ending in 2025 without new funding.

Through our risk management processes, the World Board is satisfied that major organisational risks are being effectively managed.

2024 ACKNOWLEDGEMENTS



THANK YOU

Her Royal Highness Princess Benedikte of Denmark

Her Majesty Queen of Malaysia Seri Paduka Baginda The Raja Permaisuri Agong Tunku Hajah Azizah Aminah Maimunah Iskandariah

Innovators Awardees (£100,000+ Lifetime giving)

- Sandy Craighead (USA)
- Rae Ann Dougherty (USA)
- Debbie Robinson (USA)

Leaders Awardees (£50,000+ Lifetime giving)

- Markus Christ (Switzerland)
- Liesbeth Lijnzaad (The Netherlands)
- Kris McGee (Canada)
- Esther Wong (Malaysia)

The Princess Benedikte Awardees (£25,000+ Lifetime giving)

- Susan Campbell OAM (Australia)
- Ros Coulson (UK)
- Sue Cunnold (USA)
- Linda Foreman (USA)
- Mette Grønvold (Denmark)
- Jane Hvidt (Denmark)
- Lynne LaMacchia (USA)
- Kathy LaValley (USA)
- Joanne Loritz (USA)
- Yoyinsola Makanjuola (Nigeria)
- Lena Mitts (Finland)
- Charmayne Platt (USA)
- Kaela Sáenz Oriti (USA)
- Kirsten Smedegaard Andersen (Denmark)
- Olugbeminiyi Smith (Nigeria)

Ongoing supporters

We would like to thank all our supporters who have reached OB-PS President's Award, OB-PS Global Award and OB-PS Gold Award recognitions. Their generosity supports our work and mission.

LEGACIES

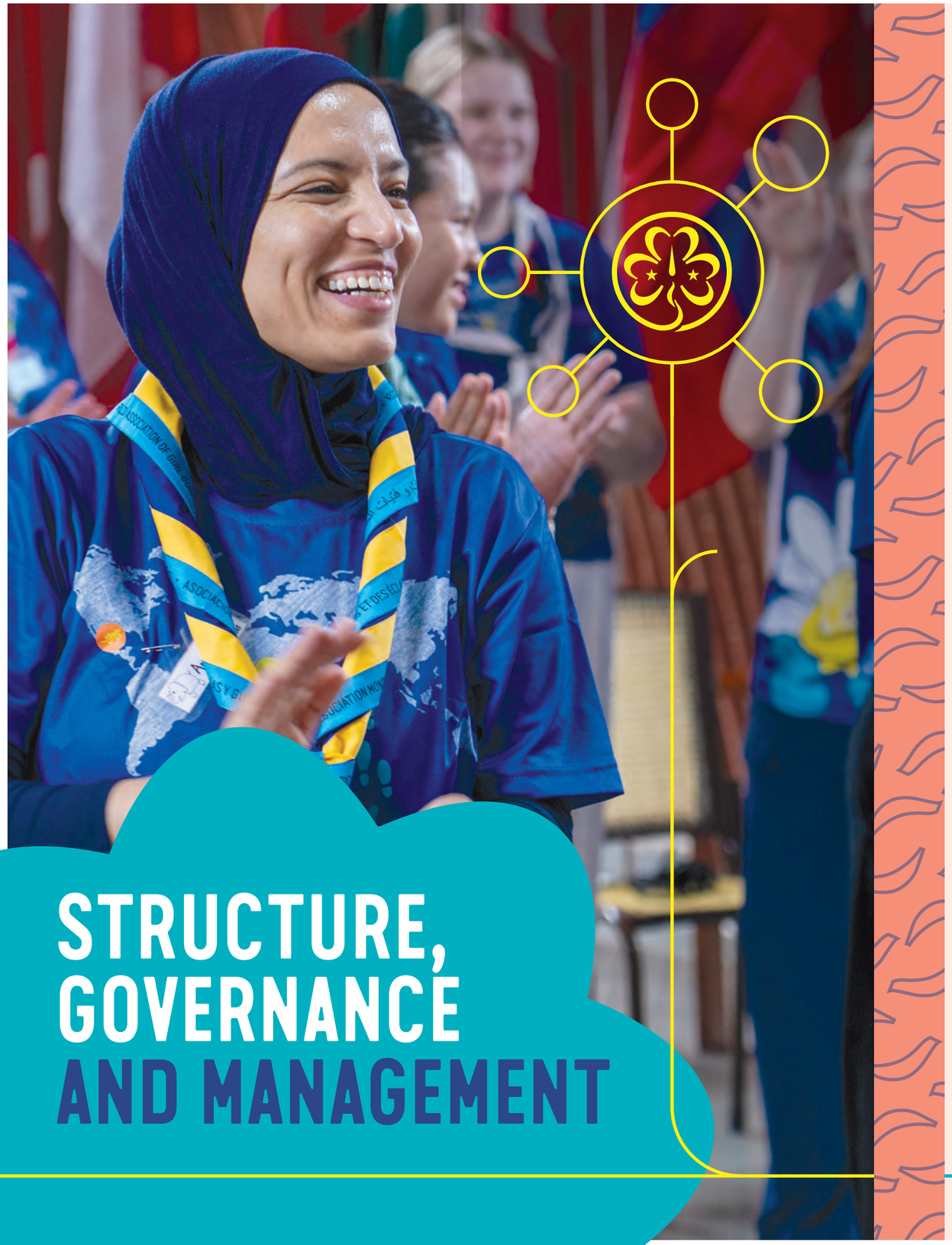
We would like to remember the many individuals who left a gift in their will to WAGGGS in 2024. Their generosity ensures that we can continue our work supporting girls and young women to develop their fullest potential as responsible citizens of the world.

Our many supporters, including

- Friends of the World Centres
- Friends of WAGGGS Regions and WAGGGS Member Organisations
- Olave Baden-Powell Society
- World Foundation for Girl Guides and Girl Scouts, Inc.

Our many partners and donors

- UNW Moldova
- UNW Georgia
- Norwegian Agency for Exchange Cooperation (NOREC)
- Gen
- Kim and John McKenna
- The AKO Foundation
- Council of Europe, European Youth Foundation
- Dove
- Duke of Edinburgh's International Award Foundation
- Erasmus+
- European Commission
- Food and Agriculture Organisation (FAO)
- International Federation of Red Cross and Red Crescent Societies (IFRC)
- WASH United
- World Scouting (formerly WOSM)
- World Young Men's Christian Association (WYMCA)
- World Young Women's Christian Association (WYWCA)
- Johnson & Johnson Foundation
- Siemens Energy
- The Spectris Foundation
- KLA Foundation
- Malala Fund
- Zimmer Biomet Foundation, Inc.
- YorkTel
- Radancy
- United General Insurance Corporation
- Amazon UK (Ipswich Delivery Station)
- Brickability Foundation
- Sutton Specialist Risks Ltd
- DDCAP Group™
- The Biogen Foundation



STRUCTURE, GOVERNANCE AND MANAGEMENT

STRUCTURE AND GOVERNING DOCUMENT

The World Association of Girl Guides and Girl Scouts (WAGGGS) is a Charitable Incorporated Organisation (CIO), which was formally registered with the Charity Commission for England and Wales on 18 November 2014.

The governing document of WAGGGS is the CIO Constitution and Bye-Laws.

WORLD CONFERENCE

A World Conference (General Meeting) of all Full and Associate Member Organisations of WAGGGS is convened at least once every three years. This event provides an opportunity for Member Organisations to receive the Triennial Report, elect World Board members, review and vote on proposed amendments to the Constitution and Bye-laws, select the host for the next World Conference and set the strategic direction for WAGGGS for the upcoming period.

At the 38th World Conference, held in Nicosia, Cyprus, in July 2023, Member Organisations approved the WAGGGS Strategy for 2024-2029. This strategy outlines how WAGGGS will support its Members and contribute to the broader strengthening of the Girl Guide and Girl Scout Movement. Between World Conference meetings, WAGGGS conducts extensive consultations with Member Organisations, young women and girls to assess their needs and priorities.

WORLD BOARD

The World Board (the Trustees of the charity) has overall responsibility for the direction, strategy, governance and control of the organisation. It is collectively accountable for ensuring compliance with relevant UK legislative and regulatory requirements. The specific responsibilities of the World Board are outlined in Article 13 of the CIO Constitution.

The World Board is composed of 17 voting members: 12 are elected at the World Conference for a term of six years, while the five Chairs of the Regional Committees are elected at their respective Regional Conferences for a three-year term. Regional Chairs may serve an additional three-year term on the World Board if re-elected to their Regional Committee and subsequently re-elected as Chair, following agreed procedures.

Member Organisations nominate candidates for election to the World Board and to Regional Committees. Prior to elections, Member Organisations are informed of the experience and specific expertise required of potential candidates to ensure an effective and skilled World Board. Member Organisations also nominate individuals with the necessary skills for other committees, such as the Audit, Finance and Risk Committee, as well as working groups of the World Board.

If none of the candidates elected to the World Board at the World Conference has the required skills and experience to serve as Treasurer of WAGGGS, the World Board may choose to recruit someone from within or outside the Movement for this role. This individual will serve as Treasurer, chair the Audit, Finance and Risk Committee, and sit on the World Board in a non-voting capacity.

All World Board members are required to undertake an induction programme which sets out their duties as trustees and provides a comprehensive understanding of WAGGGS' strategic priorities, as well as the risks and opportunities the organisation faces. Throughout the year, a continuous training and development programme ensures that Board members stay informed about new practices and developments relevant to WAGGGS' work and the charity sector in the United Kingdom. This ongoing learning is especially important given the diverse backgrounds of an international World Board.

The Board provides strategic oversight of WAGGGS' strategy, regularly reviewing performance and tracking progress toward the objectives and targets outlined in the strategy approved by the World Conference. Each year, the World Board agrees on a rolling three-year action plan, detailing how the organisation will implement its strategy over the next 12 months, along with partial plans for the following two years (50% and 25% respectively). The World Board also oversees the organisation's financial health and ensures compliance with all legal requirements.

The Board meets at least four times a year. The WAGGGS Treasurer (if not an elected World Board member), Chief Executive and Deputy Chief Executive attend Board meetings without voting rights. Other individuals may be invited to attend as non-voting participants when necessary.

REGIONAL COMMITTEES

The five Regional Committees – for the Africa, Arab, Asia Pacific, Europe and Western Hemisphere Regions – are responsible for developing and implementing Regional Action Plans that support the delivery of WAGGGS' Global Strategy (as approved by Member Organisations at World Conference) at a regional level, implementing decisions made at the Regional Conferences and providing input based on their regional perspective to the World Board to inform its decision-making. The World Board sets the Terms of Reference for Regional Committees, and these were reviewed and updated in 2024.

The Regional Committees play an active and important role in relationship management with Member Organisations in the region and in strengthening Member Organisations according to their needs. The Regional Committee acts as a bridge between the global Movement and the national Member Organisations, bringing WAGGGS and its opportunities closer to them.

FUNCTIONAL COMMITTEES

WAGGGS' Constitution sets out the World Board's authority to delegate certain responsibilities to different functional committees. The World Board makes sure that its committees have suitable terms of reference and that these are reviewed regularly.

In 2024, the functional committees of the World Board were as follows:

Audit, Finance and Risk Committee

The Audit, Finance and Risk Committee is responsible for formulating and reviewing financial policy and plans and maintains financial oversight of WAGGGS. Each year the committee advises the World Board on the appropriate level of free reserves and the appropriate asset allocation for WAGGGS' investment portfolio. The committee also recommends the appointment of WAGGGS' investment managers to the World Board and, with support from the Investments Sub-committee, monitors the performance of the investment portfolio.

The Audit, Finance and Risk Committee recommends to the World Board the appointment of the external auditors and the formal approval of the Trustees' Annual Report and Financial Statements. The committee meets with the external auditors periodically to review the effectiveness of current processes and practice. The committee is also responsible for overseeing WAGGGS' policies and processes for managing risk and recommending actions to the World Board.

Governance Committee

The Governance Committee is responsible for providing governance support to the World Board, offering advice on governance matters as needed, and promoting effective governance practices and policies at a global and regional level. Through the volunteer Constitutions Coordinator, it maintains oversight of all issues relating to Member Organisations' constitutions and bye-laws.

Nominations Committee

The Nominations Committee is responsible for leading the process of proactively seeking and screening nominations of suitably qualified individuals for election to the World Board and Regional Committees, ensuring all candidates meet the criteria outlined in the role's person specification. The committee acts as a neutral body and ensures the search and nomination process is rigorous, fair and transparent.

People Committee

The People Committee provides oversight and direction in relation to strategic priorities, policy and practice regarding the WAGGGS Global Team (both staff and volunteers) and assurance that WAGGGS is meeting its legal and regulatory obligations, while adhering to best practices as both an employer and a charity offering volunteer opportunities.

OLAVE BADEN-POWELL SOCIETY

The Olave Baden-Powell Society (OB-PS) is an international group of donors who have committed to supporting the work of WAGGGS financially. OB-PS cooperates closely with the WAGGGS World Board and Individual Giving team.

WAGGGS – WORLD SCOUTING (FORMERLY WOSM) CONSULTATIVE COMMITTEE

The WAGGGS – World Organisation of the Scout Movement (WOSM) Consultative Committee fosters communication and collaboration between the two organisations. It is composed of two trustees from each organisation, along with the two Chief Executives. The Committee meets at least once a year.

WAGGGS GROUP STRUCTURE

WAGGGS has a number of subsidiaries, listed below, which comprise the WAGGGS Group. The results of each subsidiary are consolidated into the Group accounts.

WAGGGS CIO

WAGGGS is a Charitable Incorporated Organisation (CIO), formally registered with the Charity Commission for England and Wales (number 1159255) on 18 November 2014, and is the parent entity for the WAGGGS Group. The governing document of WAGGGS is the CIO Constitution and Bye-Laws.

WAGGGS Trading Limited

WAGGGS Trading Limited (company registered in England and Wales, number 07533080) is a wholly owned subsidiary of the WAGGGS CIO which owns all the issued share capital. WAGGGS Trading Limited operates the commercial and trading activities of WAGGGS. The Directors of WAGGGS Trading Limited are appointed by the World Board of the WAGGGS CIO. A Deed of Covenant is in place between WAGGGS Trading Limited and the WAGGGS CIO ensuring any profits made from trading are gifted back to the WAGGGS CIO.

WAGGGSMEX Limited

WAGGGS has control of a dormant company, WAGGGSMEX Limited (company registered in England and Wales, number 01650327). WAGGGSMEX Limited is a wholly owned subsidiary of the WAGGGS CIO which owns all the issued share capital. The Directors of WAGGGSMEX Limited are appointed by the World Board of the WAGGGS CIO. The entity has not traded in the year.

Our Chalet Association

The Our Chalet Association was founded on 15 December 1930 under Article 60ff of the Code Civil Suisse. The operations of the Our Chalet World Centre are run by the Our Chalet Association, which has a rental agreement in place with the Our Chalet Foundation for the use of the building. The Our Chalet Association is governed by an Executive Committee, appointed by the Active Members of the association. A majority of the Active Members are voting members of the WAGGGS World Board.

Foundation for Girl Guides and Girl Scouts International Centre, Our Chalet Adelboden

The Foundation for Girl Guides and Girl Scouts International Centre, Our Chalet Adelboden ("Our Chalet Foundation") was registered as a foundation (stiftung) in Switzerland in 1996. The Our Chalet Foundation owns the Our Chalet World Centre property and has a rental agreement in place with the Our Chalet Association. The Our Chalet Foundation is governed by a Board of Trustees. The WAGGGS World Board and WAGGGS Europe Region each have one seat on the Board of the Our Chalet Foundation. The majority of positions on the Board of Trustees are appointed by the Executive Committee of the Our Chalet Association.

Nuestra Cabaña, A.C.

Nuestra Cabaña, A.C. is an Asociación Civil (non-profit association), registered in Mexico since 1986. The World Board of WAGGGS appoints the Board of Directors of Nuestra Cabaña, A.C.

The Cabaña, S.A. DE C.V.

The Cabaña S.A. de C.V. is a company registered in Mexico since 1954. It holds the title to the land and property of the Nuestra Cabaña World Centre. The Cabaña S.A. de C.V. has two shareholders, WAGGGSMEX Limited and the WAGGGS CIO, who appoint the Board of Directors.

WAGGGS Mexico Comercializadora S.A. DE C.V.

WAGGGS Mexico Comercializadora S.A. de C.V. is a company registered in Mexico and was established in 2023. This entity manages the operations of the Nuestra Cabaña World Centre. WAGGGS Mexico Comercializadora S.A. de C.V. has two shareholders, WAGGGSMEX Limited and the WAGGGS CIO, who appoint the Board of Directors.

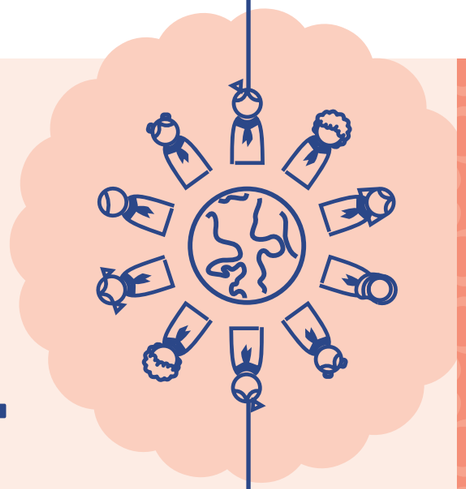
Sangam World Centre of the World Association of Girl Guides and Girl Scouts

The Sangam World Centre of the World Association of Girl Guides and Girl Scouts is registered in India as a charitable public trust (registration number E-35498 (M)) for the operation of the Sangam World Centre. The Trustees are appointed by the World Board of WAGGGS.

World Association of Girl Guides and Girl Scouts (Europe)

The World Association of Girl Guides and Girl Scouts (Europe) is an Association Internationale Sans But Lucratif (AISBL) registered in Belgium under company number BE 0457.323.425. The Chair of the World Board of WAGGGS, the Chair of the Europe Region (a World Board member) and the Chief Executive of WAGGGS are ex-officio Directors of the company.

TRUSTEES, OFFICERS AND PROFESSIONAL ADVISORS



Who served during the financial year and/or in the period up to the approval of the report and accounts.

WORLD BOARD

Candela González	Chair
Fiona Lejosne	Vice Chair
Christiane Rouhana	Vice Chair
Stefanie Argus	Chair, Western Hemisphere Region (retired July 2025)
Ghofrane Ben Hamed	Chair, Arab Region (elected August 2025)
Jessica Bond	
Fiona Bradley	Chair of the Governance Committee
Caroline Brown	Chair, Europe Region (elected July 2025)
Elizabeth Chatuwa	Chair, Africa Region (elected July 2025)
Marina De Mattey Derosa	Chair, Western Hemisphere Region (elected July 2025)
Monika Dreik	Chair of the People Committee
Medhavi Chamathya Fernando	
Sarah Hammoud	Chair, Arab Region (retired August 2025)
Helga Mutasingwa	
Josephine Mwangi	
Debra Nakatomi	
Paula Neher-Old	Chair, Europe Region (retired July 2025)
Signe Obel	
Chempaka Emalin Pahamin	Chair, Asia Pacific Region (retired August 2025)
Faniry Rakotoarivony	Chair, Africa Region (retired July 2025)
Sharrada Segeran	
Niumath Shafeeg	Chair, Asia Pacific Region (elected August 2025)

OTHERS

Laura Davis	WAGGGS Treasurer and Chair of the Audit, Finance and Risk Committee
Ana María Mideros	Chair of the Nominations Committee
Pamela Rice	First Approved Person
Antonia Yip	Second Approved Person

OLAVE BADEN-POWELL SOCIETY

Patron	HRH Princess Benedikte of Denmark
President	Susan Campbell (up to August 2024)
President	Kaela Sáenz Oriti (from September 2024)

SENIOR MANAGEMENT TEAM (SMT) – STAFF

The day-to-day running of WAGGGS, its operational decisions, the implementation of approved strategy and the exercise of executive responsibility is delegated to the Chief Executive and her Senior Management Team (SMT):

Anna Segall	Chief Executive (to August 2024)
Nadine El Achy	Chief Executive (from April 2025)
Guy Holloway	Deputy Chief Executive (to August 2024), Acting Chief Executive (from August 2024-March 2025)
Sally Elkes	Deputy Chief Executive (from June 2025)
Paul Bigmore	Head of Global Programmes (to May 2025), Chief Operating Officer (from June 2025)
Sophie Rymer	Head of Global Programmes (from June 2025)
Andii Verhoeven	Head of Learning and Leadership Development
Nupur Patel-Shah	Director of Finance (on leave from August 2024)
Louise Sargeant	Interim Director of Finance (from August 2024-February 2025)
Susana Nino	Interim Director of Finance (from February 2025)
Imogen Fitzpatrick	Head of Strategic Partnerships and Communications
Nicola Lawrence	Head of Governance
Shirley Stewart	Head of Global Foundations (to April 2024)
Inga Pikse	Head of Philanthropy and Individual Giving
Natalia Plou	Head of Membership and Regional Support
Magdalene Thomas	Head of International Operations

The Charity bases its reward policies and strategies on the needs of the organisation. Salaries are benchmarked against other comparable organisations to ensure that WAGGGS pays a suitable rate of pay to all the staff in relation to the environment in which they work. The WAGGGS Salary and Reward Policy and Procedures forms part of the organisation's set of policies available to all staff through the online portal. More information can be found in note 8 of the policy.

PROFESSIONAL ADVISORS

Bankers
National Westminster Bank plc, 250 Bishopsgate, London, EC2M 4AA, UK

Independent Auditors
Moore Kingston Smith LLP, 6th Floor, 9 Appold Street, London, EC2A 2AP, UK

Investment Managers
Quilter Cheviot Investment Management, One Kingsway, London, WC2B 6AN, UK

Legal Advisors
Broadfield Law UK LLP (formerly BDB Pitmans LLP), One Bartholomew Close, Barts Square, London, EC1A 7BL, UK
Bulfin & Co, 128 Manor Way, Ruislip, Middlesex, HA4 8HR, UK

PRINCIPAL OFFICE

World Association of Girl Guides and Girl Scouts, World Bureau, Olave Centre, 12c Lyndhurst Road, London, NW3 5PQ, UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The World Board (as the Board of Trustees) is responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations. Charity law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have agreed to prepare the financial statements in accordance with UK generally accepted accounting practice (UK Accounting Standards and applicable law). Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity as at the end of the financial year, and of its incoming resources and application of those resources, including income and expenditure for the year. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the Financial Statements on a going concern basis unless it is inappropriate to presume that the charity will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and that disclose, with reasonable accuracy at any time, the financial position of WAGGGS and enable them to ensure that the financial statements comply with the Charities Act 2011, the 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) and the provisions of the WAGGGS Constitution and Bye-Laws. They are also responsible for safeguarding the assets of the charity and for their proper application, as required by charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charity's auditor is unaware.
- The trustees have taken all steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Public Benefit

The trustees have paid due regard to the Charity Commission's guidance on providing public benefit while reviewing the charity's aims and objectives, deciding what activities the charity should undertake, and assessing how donations received will help the charity meet its objectives.

This report has set out in some detail the activities undertaken in line with the operational plan and budget to further the goals set out in WAGGGS' Global Strategy 2024-2029, as well as the types of programmes WAGGGS makes available. Wherever possible, the views and opinions of girls and young women are sought in the design and implementation of programmes. This approach helps to ensure that programmes are targeted to the needs of girls and young women in each of our five regions, and the success of each can be evaluated and assessed.

Approved and authorised for issue by the Board of Trustees on 20th September 2025.

Candela González
WAGGGS World Board Chair

Laura Davis

Laura Davis
Chair of the Audit, Finance and Risk Committee

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INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF THE WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

Opinion

We have audited the financial statements of The World Association of Girl Guides and Girl Scouts for the year ended 31 December 2024 which comprise the Group and Charity Statement of Financial Activities, the Group and Charity Balance Sheets, the Group and Charity Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Shivani Kothari
Statutory Auditor

Date 31 October 2025

9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 December 2024

	NOTES	UNRESTRICTED FUNDS	RESTRICTED FUNDS	ENDOWMENT FUNDS	TOTAL YEAR TO 31/12/24	TOTAL YEAR TO 31/12/23 (As restated)
INCOME & ENDOWMENTS		**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Donations, Legacies and Endowments	3	1,199	1,968	-	3,167	2,056
Income from charitable activities	4	3,118	1,809	-	4,927	4,645
Income from other trading activities		490	2	-	492	550
Investment income	5	172	-	36	208	131
Other income		1	-	-	1	-
Total Income		**4,980**	**3,779**	**36**	**8,795**	**7,382**
EXPENDITURE						
Raising funds	6	685	169	-	854	918
Charitable activities	6	3,586	3,876	7	7,469	6,795
Total Expenditure		**4,271**	**4,045**	**7**	**8,323**	**7,713**
Net income / (expenditure) before gains / (losses) on investments		709	(266)	29	472	(331)
Net gains / (losses) on investments	8	(44)	(26)	43	(27)	118
NET INCOME / (EXPENDITURE) FOR THE YEAR		**665**	**(292)**	**72**	**445**	**(213)**
Other gains / (losses)	8	16	(6)	-	10	(55)
NET MOVEMENT IN FUNDS		**681**	**(298)**	**72**	**455**	**(268)**
Total Funds at 1 January		3,130	7,170	1,028	11,329	11,596
Total Funds at 31 December		**3,811**	**6,872**	**1,100**	**11,783**	**11,329**

The comparative figures for the year ended 31 December 2023 have been restated resulting in a total net adjustment to reserves of £130k. Additionally, the expenditure from the prior year was re-analysed in alignment with the thematic priorities set out in WAGGGS' 2024–2029 strategy, and during this review, it was identified that some costs previously coded to charitable activities had been incorrectly classified under the cost of raising funds. The notes on pages 71 to 93 form an integral part of these financial statements.

CONSOLIDATED AND CHARITY BALANCE SHEETS

as at 31 December 2024
CIO number: 1159255

	NOTES	GROUP 2024 £'000	GROUP 2023 (As restated) £'000	CHARITY 2024 £'000	CHARITY 2023 (As restated) £'000
FIXED ASSETS					
Intangible assets	9	1	1	1	1
Tangible assets	10	3,664	3,706	3,303	3,346
Investments	11	4,437	4,136	4,407	4,107
		8,102	**7,843**	**7,711**	**7,454**
CURRENT ASSETS					
Stock	13	241	221	56	51
Debtors	14	1,074	1,526	2,011	2,367
Short-term investments	15	2,834	2,238	1,707	1,074
Bank		1,414	1,619	560	1,060
		5,563	**5,604**	**4,334**	**4,552**
CURRENT LIABILITIES					
Creditors	16	(1,645)	(1,889)	(1,605)	(1,960)
NET CURRENT ASSETS		**3,918**	**3,715**	**2,729**	**2,592**
NON-CURRENT LIABILITIES					
Long-term creditors	17	(236)	(229)	(2)	(2)
NET ASSETS		**11,783**	**11,329**	**10,438**	**10,044**
FUNDS of the Group and Charity					
Endowment Fund	18	**1,100**	**1,028**	**973**	**931**
RESTRICTED FUNDS					
Restricted Property	18	3,253	3,284	3,119	3,147
Restricted Funds	18	3,619	3,886	2,828	3,034
Total Restricted		**6,872**	**7,170**	**5,947**	**6,181**
UNRESTRICTED FUNDS					
General Funds	18	3,811	3,130	3,518	2,932
Total Unrestricted		**3,811**	**3,130**	**3,518**	**2,932**
Total Reserves		**11,783**	**11,329**	**10,438**	**10,044**

The comparative figures for the year ended 31 December 2023 have been restated resulting in a total net adjustment to reserves of £130k, comprising of the following:

- An increase in restricted reserves and an increase in endowment reserves previously classified as unrestricted reserves in relation to an overseas entity.
- An adjustment to deferred income relating to an overseas entity.
- A foreign exchange adjustment.

Please see note 6a and note 21 for additional details.

Approved and authorised for issue by the Board of Trustees on 20 September 2025 and signed on its behalf by:

Candela González
WAGGGS World Board Chair

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 December 2024

	Notes	YEAR TO 31/12/24 £000s	YEAR TO 31/12/23 £000s (As restated)
OPERATING ACTIVITIES			
Cash from/(used in) operations	a	509	1,576
NET CASH FROM/(USED IN) OPERATING ACTIVITIES		**509**	**1,576**
INVESTING ACTIVITIES			
Sale/(purchase) of tangible fixed assets		(16)	(60)
Purchase of investments		(580)	(1,196)
Proceeds from sale of investments		243	1,273
Dividends received		131	84
Interest received		77	47
NET CASH (USED IN)/FROM INVESTING ACTIVITIES		**(146)**	**148**
NET CASH FROM FINANCING ACTIVITIES		-	-
NET INCREASE IN CASH AND CASH EQUIVALENTS		**363**	**1,724**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	b	**3,857**	**2,317**
Effect of foreign exchange rates		**28**	**(184)**
CASH AND CASH EQUIVALENTS AT END OF YEAR	b	**4,248**	**3,857**

Notes to cash flow statement

a) RECONCILIATION OF NET INCOME TO NET CASH FROM OPERATIONS

	2024 £000s	2023 £000s (As restated)
Net movement in funds during the year	456	(266)
Adjustments for:		
Investment income	(208)	(131)
Fair value gains on financial instruments		(118)
Amortisation and impairment of intangible asset	1	1
Depreciation and impairment of tangible asset	65	62
Sangam adjustment for brought forward creditor and deferred income	-	243
Foreign exchange gains	-	(187)
Operating cash flows before movement in working capital	**314**	**(396)**
Increase in stock	(20)	(12)
Decrease in debtors	452	1,028
Decrease /(increase) in creditors	(238)	955
Cash from operations	**509**	**1,576**

b) ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 £000s	2023 £000s
Cash at bank and in hand	1,414	1,619
Short-term investments	2,834	2,238
Total cash and cash equivalents	**4,248**	**3,857**

c) RECONCILIATION OF GROUP CHANGES IN NET FUNDS

	01/01/2024 £000s	Cashflow £000s	Exchange Rate Movement £000s	31/12/2024 £000s
Cash at bank and in hand and short-term investments	3,857	363	28	4,248
Borrowing exchange overdrafts	(59)	46	-	-
	3,798	**409**	**28**	**4,248**

NOTES TO THE ACCOUNTS

for the year ended 31 December 2024

1. ACCOUNTING POLICIES

1.1 Charity information

The World Association of Girl Guides and Girl Scouts (WAGGGS) is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission for England and Wales (no. 1159255). Details of the registered office are included in the Trustees' Report that accompanies these financial statements. The Charity's operations and principal activities are described in the Trustees' Report.

1.2 Basis of accounting and consolidation

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of listed investments, and are drawn up in accordance with the Charities Act 2011 and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition (effective 1 January 2019). The Charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in (£) Sterling which is also the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest thousand pounds.

The consolidated financial statements incorporate those of WAGGGS CIO (Charity) and all its subsidiaries controlled through its power to govern the financial and operating policies in order to obtain benefits from its activities. (See WAGGGS group structure on Pg 55-57).

All financial statements of the Group are made up to 31 December 2024. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. The financial results of the following entities are consolidated in these financial statements:

- World Association of Girl Guides and Girl Scouts CIO (Charity registered with the Charity Commission of England and Wales, number 1159255)
- WAGGGS Trading Limited (company registered in England and Wales, number 07533080)
- Our Chalet Association (founded 15 December 1930 under Article 60ff of the Code Civil Suisse)
- Foundation for Girl Guides and Girl Scouts International Centre, Our Chalet Adelboden (registered as a foundation – "stiftung" – in Switzerland)
- Nuestra Cabaña, A.C. (Asociación Civil) (non-profit association registered in Mexico, Tax Identification Number NCA880620IF4)
- The Cabaña, S.A. DE C.V. (Sociedad Anónima de Capital Variable) (company registered in Mexico, Tax Identification Number CAB5407071W6)
- WAGGGS Mexico Comercializadora S.A. de C.V. (Incorporated on 9 January 2025)
- Sangam World Centre of the World Association of Girl Guides and Girl Scouts (charitable public trust registered in India, registration number E-35498 (M))
- World Association of Girl Guides and Girl Scouts (Europe) (registered in Belgium, company number BE 0457.323.425)

Please see note 12 for further details.

WAGGGS has control of a dormant company, WAGGGSMEX Limited (share capital £3), incorporated in Great Britain (company registered in England and Wales, number 01650327). The entity has not traded in the year.

1.3 **Reduced disclosures**

The Charity has taken advantage of the exemption from disclosing the following information in its Charity only accounts, as permitted by the reduced disclosure regime within FRS 102:

- Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flows and related notes and disclosures
- Section 11 'Basic Financial Instruments' – Carrying amounts, interest income/expense and net gains/losses for each category of financial instrument

1.4 Going concern

The Trustees have assessed whether the Group and Charity are a going concern by preparing income and expenditure budgets and cashflow forecasts for various periods. Those included forecasts aligned with the strategic action plan 2024-2026, which indicated declining overall deficits and declining deficits on unrestricted funds over the period 2024 through 2026. The outturn for 2024 was a much lower overall deficit and an unrestricted surplus fund.

Following the positive outcome in 2024, additional investments were planned and incorporated into the 2025 forecast, resulting in an anticipated net deficit for 2025. Despite this projected shortfall, the figures demonstrate a strong commitment to identifying cost savings, executing full cost-recovery strategies, and increasing income in line with inflation and prevailing market rates.

As at the date of signing these financial statements, the Group and Charity have adequate unrestricted cash and investment resources to absorb forecasted deficits. Therefore, the Trustees believe that the Group and Charity have sufficient resources to continue to operate for at least 12 months from the date of approval of these financial statements and therefore continue to adopt the going concern basis of accounting in preparing the financial statements.

1.5 Fund Accounting

Restricted funds – are those funds given to the Charity by an external donor, which must be applied in accordance with the donor's intentions. The purposes and uses of these funds are set out in note 24 to the accounts.

Endowment funds – are those funds given to the Charity by an external donor, which must be applied in accordance with the donor's intentions and where one of those intentions is the preservation of the original capital given. The purposes and uses of these funds are set out in note 24 to the accounts.

General unrestricted funds – are the remaining unrestricted funds of the Charity (including its subsidiaries) that are freely available to spend in furtherance of the objects of WAGGGS, and which have not been designated by the World Board.

1.6 Income

All income is included in the accounts when the Charity is legally entitled to the income, the amount can be quantified with reasonable accuracy, and the receipt of income is probable. The following specific policies apply to categories of income:

- Membership fee income relates to the annual fee payable by Member Organisations as a condition of membership. This is accounted for on a receivable basis, net of provisions.
- Legacies are credited to the Statement of Financial Activities on a case-by-case basis in accordance with the requirements of the SORP (being probability, entitlement and measurement). Entitlement is taken as the earlier date on which either:
  - the Charity receives a distribution from the estate or
  - the Charity has received notification in writing from the estate executors of the amount to be received by the Charity from the estate.
- Donations are accounted for where there is adequate probability of receipt.
- Grants for specific purposes are recognised as income when receivable and are shown as restricted income. The exception to this rule is where grants are received with preconditions attached, and where the preconditions have not been met and as such the Charity is not entitled to the income by the balance sheet date. Such grants are included in creditors as deferred income.
- Investment income, primarily from dividends and interest, is included gross and accounted for when receivable.
- Income from other trading activities represents sale of materials and goods including publications, uniform and other items purely for charitable purposes. These are accounted for at the point of sale.
- World Centres Operating Income consists primarily of receipts for board, lodging and event costs. This is accounted for on a receivable basis.

1.7 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category, inclusive of any irrecoverable VAT.

Expenditure on raising funds includes those expenses which are directly attributable to the generation of funds. These include Investment Fund Manager fees and the salaries and overheads of the staff that directly undertake fundraising activities plus allocated support costs.

Charitable Activities expenditure is allocated against global outcomes and activities on the basis noted above.

Support Services represent the central costs not directly attributable to WAGGGS' global outcomes but are in support of WAGGGS' charitable activities.

Governance costs include the direct costs of the administration of WAGGGS and compliance with constitutional and statutory requirements including an appropriate share of support costs. These costs include audit, legal advice for Trustees and costs associated with Board meetings and the governance elements of the Regional Conferences and World Conference.

The allocation of staff salaries, other benefits and overheads not directly attributable to a particular functional activity are apportioned over the relevant categories on the basis of management estimates of time spent by individual staff on various activities in support of WAGGGS' global outcomes.

Pensions are provided through money purchase schemes and costs recognised when payments into those schemes are due and payable.

1.8 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense. The expected cost of holiday entitlement is recognised in expenditure in the period in which the employee's services are received. Any unused entitlement is recognised as a liability. The best estimate of the expenditure required to settle an obligation for termination benefits is recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Foreign Currencies

Transactions in foreign currencies other than the functional currency are recorded at the rate ruling at the date of the transaction. All exchange differences are taken to the statement of financial activities.

Assets and liabilities of overseas operations are translated into the Charity's presentation currency at the rate ruling at the reporting date. Income and expenses of overseas operations are translated at the average rate for the year. Exchange differences are recognised in other gains / losses.

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 "Basic Financial Instruments" and Section 12 "Other Financial Instruments Issues" of FRS 102, in full, to all of its financial instruments.

Financial instruments are classified and accounted for according to the substance of the contractual arrangement.

Financial assets
Basic financial assets, which include other debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost, being transaction price less amounts settled and less any impairment losses.

Investments are a basic financial instrument and are included in the balance sheet initially at transaction value and subsequently recognised at their fair value at the end of the financial period, which is the bid price quoted on a recognised stock exchange. Realised and unrealised gains and losses are credited or debited to the Statement of Financial Activities in the year in which they arise.

Financial liabilities
Basic financial liabilities, which include trade creditors, employees' salaries provision and other creditors, are initially measured at transaction price and subsequently measured at amortised cost, being transaction price less amounts settled.

1.11 Intangible Fixed Assets

Purchased intangible assets are recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Intangible assets are amortised to Statement of Financial Activities on a straight-line basis over their useful lives, as follows:

Purchased computer software 3 – 5 years
Trade marks 10 years

1.12 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated initially at cost, and subsequently measured at cost, net of depreciation and any impairment losses. Freehold land is not depreciated.

Impairment of Tangible Fixed Assets
An assessment is made at each reporting date of whether there are indications that a fixed asset may be impaired or that an impairment loss previously recognised has fully or partially reversed. If such indicators exist, the Charity estimates the recoverable amount of the asset.

Shortfalls between the carrying value of fixed assets and their recoverable amounts, being the higher of fair value less costs to sell and value in use, are recognised as impairment losses.

Depreciation is provided in equal annual instalments over the estimated useful lives of the assets as follows:

- Freehold buildings - 50 years
- Leasehold buildings - the length of the lease
- Leasehold improvements - 20 years or length of remaining lease if shorter
- Fixtures and fittings - 5 years
- Office equipment other than computers - 5 years
- Computer equipment - 3 years

All tangible fixed assets are capitalised subject to a cost threshold of £1,000.

1.13 Stocks

Stocks are valued at the lower of cost and net realisable value.

1.14 Taxation

WAGGGS is a registered Charity and as such its income and gains falling within sections 471 to 489 of the Corporation Tax Act 2010 or section 256 of the Taxable and Chargeable Gains Act 1992 are exempt from corporation tax to the extent that they are applied to its charitable activities.

1.15 Short-Term Investments

Short-term investments include short-term highly liquid investments with a short maturity of three months or less from the date of acquisition of the deposit or similar account amounts held in short-term deposit accounts at the bank or with the investment managers.

1.16 Cash at bank and in hand

Cash at bank and in hand includes cash held in instant access accounts.

2. JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised.

Key estimates are undertaken in the allocation of support costs (see note 6a).

The Trustees consider the estimates involved in valuation of investments to have a significant effect on amounts recognised in the financial statements. These are taken directly from the investment managers' reports.

The Trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. INCOME FROM DONATIONS, LEGACIES AND ENDOWMENTS

	UNRESTRICTED £'000	RESTRICTED £'000	ENDOWMENT £'000	TOTAL 2024 £'000	TOTAL 2023 £'000
Donations and legacies	168	1,452	-	1,620	854
World Thinking Day	72	-	-	72	93
Olave Baden-Powell Society	645	175	-	820	870
Regions	-	38	-	38	58
World Centres	314	303	-	617	181
	1,199	**1,968**	**-**	**3,167**	**2,056**

4. INCOME FROM CHARITABLE ACTIVITIES

	UNRESTRICTED	RESTRICTED	ENDOWMENT	TOTAL 2024	TOTAL 2023 (As restated)
	£'000	£'000	£'000	£'000	£'000
Membership fees	1,589	-	-	1,589	1,466
World Centres operating income	892	3	-	895	798
Grants for specific programmes	9	1,784	-	1,793	1,302
Conference, event fees and other	628	22	-	650	1,079
Total income from charitable activities	**3,118**	**1,809**	**-**	**4,927**	**4,645**

Prior Year Restatement of Income
In 2024, the organisation carried out a detailed review of the classification of income for the 2023 statutory accounts to ensure compliance with accounting standards and accurate financial reporting. The review identified that certain amounts in the 2023 accounts had been misclassified:

- £721,000 of grant income had been recorded under "Conferences, event fees and other" instead of its correct category.
- £290,000 of non-charitable income had been recorded within charitable activities, whereas it should have been presented as trading income.

These adjustments have been applied to improve the accuracy of the classification of income in the accounts. The overall total income for 2023 remains unchanged. This finding reflects a positive strengthening of internal controls and demonstrates the organisation's commitment to transparent and robust financial reporting.

5. INVESTMENT INCOME

	UNRESTRICTED	RESTRICTED	ENDOWMENT	TOTAL 2024	TOTAL 2023
	£'000	£'000	£'000	£'000	£'000
Dividend income	101	-	30	131	84
Interest income	71	-	6	77	47
Total investment income	**172**	**-**	**36**	**208**	**131**

6a. ANALYSIS OF TOTAL EXPENDITURE BY STRATEGIC THEME

2024 Expenditure breakdown	UNRESTRICTED £'000	RESTRICTED £'000	ENDOWMENT £'000	TOTAL 2024 £'000
Expenditure of Raising Funds	685	169	-	**854**
Strategic theme 1 - A united and connected girl- and young women-led Movement	2,467	1,654	7	**4,128**
Strategic theme 2 - MOs are supported to be thriving, inclusive and deliver a high-quality GGGS experience	560	2,174	-	**2,734**
Strategic theme 3 - A sustainable WAGGGS	559	48	-	**607**
Total Expenditure	**4,271**	**4,045**	**7**	**8,323**

2023 Expenditure breakdown	UNRESTRICTED	RESTRICTED	ENDOWMENT	TOTAL 2023 (As restated)
	£'000	£'000	£'000	£'000
Expenditure of Raising Funds	798	119	1	**918**
Strategic theme 1 - A united and connected girl- and young women-led Movement	2,277	1,251	5	**3,533**
Strategic theme 2 - MOs are supported to be thriving, inclusive and deliver a high-quality GGGS experience	600	1,997	-	**2,597**
Strategic theme 3 - A sustainable WAGGGS	425	240	-	**665**
Total Expenditure	**4,100**	**3,607**	**6**	**7,713**

Basis of Expenditure Classification

Expenditure has been classified by the three strategic themes used in our 2024-2029 Global Strategy:

- A united and connected girl- and young women-led Movement
- MOs are supported to be thriving, inclusive and deliver a high-quality Girl Guide & Girl Scout (GGGS) experience
- A sustainable WAGGGS

To ensure accurate classification of expenditure across charitable activities and the cost of raising funds, a structured methodology was applied:

- Restricted Funds: All restricted expenditure was reviewed by fund code. Each item was classified according to the strategic goal most closely aligned with the fund's intended purpose.
- Unrestricted Funds: Expenditure funded by unrestricted income was assessed by cost centre and expenditure type. A proportion of each item was then allocated to one or more strategic goals, if applicable, and the remaining to the cost of raising funds.

This classification process was underpinned by a detailed analysis of the direct relationship between expenditure and WAGGGS' activities. The aim was to reflect the true nature and purpose of each transaction with consistency and transparency.

Prior Year Restatement
In the prior year, the analysis of expenditure reflected the themes associated with WAGGGS' 2022–2023 global strategy. In light of the new 2024–2029 global strategy, it is considered more appropriate to present expenditure in accordance with the updated strategic themes to ensure alignment with WAGGGS' current objectives and direction.

The expenditure from the prior year was re-analysed in alignment with the thematic priorities set out in WAGGGS' 2024–2029 strategy, and during this review, it was identified that some costs previously coded to charitable activities had been incorrectly classified under the cost of raising funds. Through this review, we clarified that £173k of programme expenditure had been originally coded to fundraising, although we later confirmed there was no donor specification requiring it to be used for that purpose. Additionally, £398k related to the Pax Lodge World Centre was reviewed and determined to be more appropriately classified under activities aligned with the Movement, rather than income generation. Finally, £327k of World Conference expenditure was found to better reflect charitable activity than fundraising.

As a result, the expenditure in the Statement of Financial Activities for the year ended 2023 has been reclassified to reflect the new thematic structure and the new distribution between charitable activities and the cost of raising funds. This reclassification has no impact on the total expenditure previously reported.

6b. ANALYSIS OF GRANTS PAID

Total grant payments made during 2024 were £1,062k (2023: £1,171k). Grants paid to Member Organisations amounted to £954k (2023: £1,037k) and were predominantly project grants. The remainder are smaller grants to individuals who receive support to attend WAGGGS events and to carry out other activities in line with WAGGGS' charitable objects.

LIST OF GRANTS PAID	2024 NUMBER OF GRANTS	2024 VALUE	2023 NUMBER OF GRANTS	2023 VALUE
	No	£'000	No	£'000
Delegates & Individuals	413	108	251	134
Member Organisations	174	954	227	1,037
Total Grants Paid	**587**	**1,062**	**478**	**1,171**

DETAILED ANALYSIS OF GRANTS	2024 NUMBER OF GRANTS	DELEGATES & INDIVIDUALS	MEMBER ORGANISATIONS	TOTAL 2024
		£'000	£'000	£'000
AKO 2023-2025	16	-	119	119
Capacity Building-Framework Translation	1	-	1	1
Disaster and Emergency Fund	1	-	1	1
Dove 2021-2025	27	-	40	40
EGM support	136	5	-	5
European Contribution	3	-	5	5
Friends - Asia-Pacific Region	5	-	19	19
Friends Group - General Scholarship	13	8	-	8
Global Youth Mobilization with EC 2024-2026	16	-	153	153
Julie Dawson Fund	117	48	-	48
Malala Fund	16	-	16	16
NOREC-YESS Girls' Movement 2024	111	18	563	581
Our Chalet - Leadership Development	18	4	-	4
Symantec 2022-2023	16	-	16	16
UNEP – Tide Turners 2023	16	-	21	21
Unrestricted Funds	15	8	-	8
World Foundation Sangam Leadership Events 2023- 2024	60	17	-	17
Total grants	**587**	**108**	**954**	**1,062**

7a. EMPLOYEES

AVERAGE EMPLOYEE NUMBERS	GROUP 2024	GROUP 2023	CHARITY 2024	CHARITY 2023
	No.	No.	No.	No.
Charitable activities	54	53	23	25
Fundraising	10	10	9	10
Support services	11	10	10	10
Total	**75**	**73**	**42**	**45**

TOTAL STAFF COSTS	GROUP 2024	GROUP 2023	CHARITY 2024	CHARITY 2023
	£'000	£'000	£'000	£'000
Wages and salaries	2,042	2,045	1,589	1,639
Social security costs	245	220	180	178
Pension costs	148	145	114	94
Total	**2,435**	**2,410**	**1,883**	**1,911**

The Group did not incur any costs in relation to redundancy and termination payments in the year compared to 2023:

TOTAL STAFF COSTS	GROUP 2024	GROUP 2023
	£'000	£'000
Payment in lieu of notice	-	8
Total	**-**	**8**
Number of staff	**-**	**1**

No amounts were outstanding at the reporting date (2023: £nil).

Remuneration policy and benefits

The Charity bases its reward policies and strategies on the needs of WAGGGS. Salaries are benchmarked against other comparable organisations to ensure that WAGGGS pays a suitable rate of pay to all the staff in relation to the environment in which they work – these policies are captured in WAGGGS' Salary and Reward Policy and Procedures in the online company handbook available to all staff. The Charity has a separate group personal pension plan set up in 1998 with Aviva Life Services UK Limited, a contributory money purchase scheme, to which most staff belong. The assets of the scheme are in an independently administered fund. Where appropriate, the World Centres contribute to local pension arrangements. Contributions totalling £14k (2023: £15k) were payable at year end and are included in other creditors.

The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 were as follows:

	2024 NUMBER	2023 NUMBER
£100,001 - £110,000	-	-
£90,001 - £100,000	-	1
£80,001 - £90,000	1	-
£70,001 - £80,000	-	1
£60,001 - £70,000	2	1

Pension contributions of £39k were paid in 2024 (2023: £21.5k) to the three (2023: three) employees earning more than £60k within the year.

The Trustees did not receive any remuneration or benefits in kind, other than the reimbursement of expenses. During the year, 18 Trustees were reimbursed for travelling and accommodation expenses incurred on WAGGGS' business, which amounted to £46k (2023: £42k).

Key management personnel
The key management personnel of the Group and Charity comprise of the Trustees and the Senior Management Team (SMT) (see page 58-59).

The total employee benefits of the key management personnel of the Charity during the year, which comprised salary, pension benefits, benefits in kind and employer's National Insurance were £834k (2023: £719k).

7b. AUDITOR'S REMUNERATION

Audit fees payable for the year ended 31 December 2024 were £71k in total (2023: £66k). A breakdown of audit fees by entity is included below:

Entity	2024 £'000	2023 £'000
Charity	44	42
WAGGGS Europe AISBL	6	6
Our Chalet Association	7	6
WAGGGS Trading	7	6
Nuestra Cabaña and The Cabaña	7	6
Total	**71**	**66**

8a. NET GAINS / (LOSSES) ON INVESTMENTS

	UNRESTRICTED FUNDS £'000	RESTRICTED FUNDS £'000	ENDOWMENT FUNDS £'000	TOTAL 2024 £'000	Total 2023 £'000
Realised gains/(losses) on investments	13	6	-	19	11
Unrealised gains/(losses) on investments	(57)	(32)	43	(46)	107
Total net gains/ (losses)	**(44)**	**(26)**	**43**	**(27)**	**118**

8b. OTHER GAINS / (LOSSES)

	UNRESTRICTED FUNDS £'000	RESTRICTED FUNDS £'000	ENDOWMENT FUNDS £'000	TOTAL 2024 £'000	Total 2023 £'000
Exchange and revaluation movements	16	(6)	-	10	57
Sangam creditor and deferred income adjustment	-	-	-	-	(112)
Total other gains / (losses)	**16**	**(6)**	**-**	**10**	**(55)**

The comparative figures for the year ended 31 December 2023 have been restated to correct a prior year error. A creditor was duplicated in the balance sheet resulting in an overstatement of "Other gains/(losses)". The correction resulted in the reduction of this line by £130k.

9. INTANGIBLE ASSETS

	GROUP PURCHASED COMPUTER SOFTWARE & TRADEMARKS £'000	CHARITY PURCHASED COMPUTER SOFTWARE & TRADEMARKS £'000
COST		
Brought Forward 01 January 2024	158	153
Carried Forward 31 December 2024	**158**	**153**
Amortisation		
Brought Forward 01 January 2024	157	152
Charge for the year	-	-
Carried Forward 31 December 2024	**157**	**152**
Net Book Value:		
31 December 2024	**1**	**1**
31 December 2023	**1**	**1**

Amortisation has been included within expenditure on charitable activities in the Statement of Financial Activities.

10. TANGIBLE ASSETS

GROUP	FREEHOLD LAND & BUILDINGS £'000	LEASEHOLD LAND & BUILDINGS £'000	FURNITURE & EQUIPMENT £'000	Total £'000
COST				
Brought Forward 01 January 2024	2,224	4,508	620	**7,352**
Additions	-	1	15	**16**
Disposals	-	-	-	**-**
Foreign exchange difference	98	-	(8)	**90**
Carried Forward 31 December 2024	**2,322**	**4,509**	**627**	**7,458**
Accumulated Depreciation				
Brought Forward 01 January 2024	1,895	1,196	555	**3,646**
Charge for the year	5	44	17	**66**
Disposals	-	-	-	**-**
Foreign exchange difference	89	-	(7)	**82**
Carried Forward 31 December 2024	**1,989**	**1,240**	**565**	**3,794**
Net Book Value:				
31 December 2024	**333**	**3,269**	**62**	**3,664**
31 December 2023	**329**	**3,312**	**65**	**3,706**

CHARITY	FREEHOLD LAND & BUILDINGS £'000	LEASEHOLD LAND & BUILDINGS £'000	FURNITURE & EQUIPMENT £'000	Total £'000
COST				
Brought Forward 01 January 2024	-	4,495	296	**4,791**
Additions	-	-	13	**13**
Disposals	-	-	-	-
Foreign exchange difference	-	-	-	-
Carried Forward 31 December 2024	-	**4,495**	**309**	**4,804**
Accumulated Depreciation				
Brought Forward 01 January 2024	-	1,196	249	**1,445**
Charge for the year	-	43	14	**57**
Disposals	-	-	-	-
Foreign exchange difference	-	(1)	-	**(1)**
Carried Forward 31 December 2024	-	**1,238**	**263**	**1,501**
CARRYING VALUE				
31 December 2024	-	**3,257**	**46**	**3,303**
31 December 2023	-	**3,299**	**47**	**3,346**

11. INVESTMENTS

GROUP	TOTAL 2024 £'000	TOTAL 2023 £'000
Market Value at 1 January	4,136	4,105
Purchases at cost	580	1,196
Disposals	(243)	(1,273)
Unrealised gains/ (losses) in the period	(36)	108
Market Value as at 31 December	**4,437**	**4,136**
At the balance sheet date, the portfolio was invested as follows:		
UK equity shares	435	452
UK fixed interest bonds and deposits	1,952	1,595
Property unit trusts	662	735
Overseas equities and mutual funds	1,195	1,160
Overseas fixed interest bonds and deposits	193	194
Market value as at 31 December	**4,437**	**4,136**

CHARITY	TOTAL 2024 £'000	TOTAL 2023 £'000
Market Value at 1 January	4,107	4,072
Purchases at cost	580	1,196
Disposals	(243)	(1,273)
Unrealised gains/ (losses) in the period	(37)	112
Market Value as at 31 December	**4,407**	**4,107**
At the balance sheet date, the portfolio was invested as follows:		
UK equity shares	405	423
UK fixed interest bonds and deposits	1,952	1,595
Property unit trusts	662	735
Overseas equities and mutual funds	1,195	1,160
Overseas fixed interest bonds and deposits	193	194
Market value as at 31 December	**4,407**	**4,107**

Quilter Cheviot Asset Management (QC) manages the investment portfolio on behalf of WAGGGS.

The following investments represents more than 5% of the value of the main portfolio as at 31 December 2024:

Investment	Holdings %	Value £'000
Fidelity Investment Funds Fidelity Moneybuilder Income Fund I Dis	8.41	299
Premier Miton Income Funds ICVC Premier Miton Corp Bd Monthly Inc C Dis	5.73	203
Wellington Mgmnt Fds (Ireland) Plc Wellington Gbl Cred ESG Fd GBP G Q1 Dih	5.43	192

In both the Group and Charity, there are no restrictions on the realisation of any of the investments.

12. SUBSIDIARY UNDERTAKINGS

The financial performance and position of the Charity's subsidiary undertakings for the year ended 31 December 2024 were as follows:

	Percentage Control	Net assets / (liabilities) £'000	Total income £'000	Total expenditure £'000	Net income / (expenditure) £'000
WAGGGS Trading Limited	100%	6	658	(511)	**147**
Our Chalet Association	100%	(60)	952	(1,001)	**(49)**
Foundation for Girl Guides and Girl Scouts International Centre, Our Chalet Adelboden	100%	-	126	(120)	**6**
Nuestra Cabaña, A.C.	100%	33	60	(28)	**32**
The Cabaña S.A. De C.V.	100%	69	331	(264)	**67**
WAGGGS Mexico Comercializadora S.A. de C.V.	100%	-	-	-	**-**
Sangam WAGGGS	100%	23	269	(257)	**12**
WAGGGS (Europe) AISBL	100%	(10)	310	(320)	**(10)**

WAGGGS Trading Limited has entered into a deed of covenant with the Charity agreeing that all surpluses are payable to the Charity annually.

13. STOCK

	GROUP 2024 £'000	GROUP 2023 £'000	CHARITY 2024 £'000	CHARITY 2023 £'000
Uniforms, publications, badges and souvenirs	241	221	56	51
Total Stock	**241**	**221**	**56**	**51**

14. DEBTORS

	GROUP 2024 £'000	GROUP 2023 £'000	CHARITY 2024 £'000	CHARITY 2023 £'000
Trade debtors	112	59	105	66
Accrued income	504	1,029	442	882
Other debtors	46	133	5	61
Prepayments	412	305	403	303
Amounts owed from group undertakings	-	-	1,056	1,055
Total Debtors	**1,074**	**1,526**	**2,011**	**2,367**

15. SHORT-TERM INVESTMENTS

	GROUP 2024 £'000	GROUP 2023 £'000	CHARITY 2024 £'000	CHARITY 2023 £'000
Short-term investments	2,834	2,238	1,707	1,074
Total Short-term Investments	**2,834**	**2,238**	**1,707**	**1,074**

Short-term funds are placed in a combination of a 90-day notice account, providing enhanced returns with restricted access, and an instant-access business reserve account, ensuring liquidity and operational flexibility.

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	GROUP 2024 £'000	GROUP 2023 (As restated) £'000	CHARITY 2024 £'000	CHARITY 2023 £'000
Trade creditors	303	379	242	227
Other creditors	163	1	47	35
Employee's salaries provision	31	34	-	4
Tax and social security	69	129	44	57
Accruals and deferred income	1,079	1,346	698	891
Amounts owed to group undertakings	-	-	574	746
Total Creditors	**1,645**	**1,889**	**1,605**	**1,960**

Under FRS 102, the Group and Charity are required to recognise a holiday pay accrual for any holiday entitlement not taken by staff at the year-end date. This is included in the employees' salaries provision.

Included within the tax and social security creditors above is £14k relating to pensions (2023: £15k).

The detail for deferred income, which is included in the accruals and deferred income above is:

	GROUP 2024 £'000	GROUP 2023 £'000	CHARITY 2024 £'000	CHARITY 2023 £'000
Balance as at 1 January	987	223	743	85
Amount released in year	(987)	(223)	(743)	(85)
Amount deferred	862	987	559	743
Balance as at 31 December	**862**	**987**	**559**	**743**

Deferred income as at 31 December 2024 relates to Member Organisation fees paid in advance, advances paid for accommodation at the World Centres and grants received in advance.

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	GROUP 2024 £'000	GROUP 2023 £'000	CHARITY 2024 £'000	CHARITY 2023 £'000
Covid-19 loan	46	59	-	-
Other creditors	190	170	2	2
Total Creditors	**236**	**229**	**2**	**2**

Covid-19 loan granted to Our Chalet Association for the sum of CHF100,000 through Berner Kantonalbank AG. It is repayable by September 2027.
Other creditors comprise provisions for general maintenance.

18: ANALYSIS OF MOVEMENTS OF FUNDS - GROUP	BALANCE 1/1/24 (As restated)	INCOME	EXPENDITURE	GAINS AND LOSSES	BALANCE 31/12/24
	£'000	£'000	£'000	£'000	£'000
Endowment Fund	**1,028**	**36**	**(7)**	**43**	**1,100**
	1,028	**36**	**(7)**	**43**	**1,100**
RESTRICTED FUNDS					
Restricted Property					
Nuestra Cabaña	87	-	-	-	87
Pax Lodge	1,629	-	(15)	-	1,614
World Bureau	1,567	-	(15)	-	1,552
Total Restricted Property Funds	**3,284**	**-**	**(31)**	**-**	**3,253**
World Bureau					
A. Bartlow Legacy	154	-	(30)	-	124
Advocacy	45	112	(123)	6	40
Body Confidence	119	484	(425)	-	178
Capacity Building	92	46	(37)	-	101
Climate	90	595	(499)	-	186
Gender Based Violence	13	41	(37)	-	17
International Experience and Youth Exchange	9	-	(7)	-	2
Internet Safety	460	-	(198)	-	262
Julie Dawson	1,126	-	(588)	(29)	509
Leadership	190	201	(95)	(9)	287
Membership	324	222	(38)	-	508
Nutrition	-	-	-	-	-
Other donations	439	44	(75)	6	414
STEM	-	189	(52)	-	137
UPS	16	-	(9)	-	7
World Conference and other travel grants	71	24	(17)	-	78
Youth Exchange	-	991	(971)	-	20
Youth led action on the SDGs	15	314	(247)	-	82
	3,163	**3,263**	**(3,448)**	**(26)**	**2,952**
World Centres & Europe					
Europe	226	311	(321)	-	219
Kusafiri	8	1	(0)	-	9
Nuestra Cabaña - others	304	142	(148)	-	298
Our Chalet	128	48	(80)	-	96
Pax Lodge – others	40	9	(11)	-	38
Sangam	20	-	(9)	-	11
	726	**511**	**(569)**	**-**	**668**
Other Restricted Funds	**3,886**	**3,774**	**(4,015)**	**(27)**	**3,619**
Total Restricted Funds	**7,170**	**3,774**	**(4,045)**	**(27)**	**6,872**
UNRESTRICTED FUNDS					
General	**3,130**	**4,980**	**(4,272)**	**(28)**	**3,811**
Total Funds	**11,329**	**8,790**	**(8,324)**	**(11)**	**11,783**

During the year, a review of fund classifications identified that some balances had previously been allocated incorrectly between funds. A thorough analysis was undertaken, and funds have now been re-categorised appropriately. As a result, an adjustment has been made to the opening balances to reflect the correct classification.

18: ANALYSIS OF MOVEMENTS OF FUNDS - CHARITY	BALANCE 1/1/24 (As restated)	INCOME	EXPENDITURE	GAINS AND LOSSES	BALANCE 31/12/24
	£'000	£'000	£'000	£'000	£'000
Endowment Fund	**931**	**-**	**-**	**42**	**973**
	931	**-**	**-**	**42**	**973**
RESTRICTED FUNDS					
Restricted Property					
Pax Lodge	1,629	-	(14)	-	1,615
World Bureau	1,518	-	(14)	-	1,504
Total Restricted Property Funds	**3,147**	**-**	**(28)**	**-**	**3,119**
World Bureau					
A. Bartlow Legacy	154	-	(30)	-	124
Advocacy	45	112	(123)	6	40
Body Confidence	118	194	(134)	-	178
Capacity Building	92	46	(37)	-	101
Climate	90	595	(499)	-	186
Gender Based Violence	13	41	(37)	-	17
International Experience and Youth Exchange	9	-	(7)	-	2
Internet Safety	460	-	(198)	-	262
Julie Dawson	1,126	-	(588)	(29)	509
Leadership	190	159	(54)	(6)	289
Membership	325	222	(38)	-	509
Nutrition	-	-	-	-	-
Other donations	255	14	(26)	-	243
STEM	-	189	(52)	-	137
UPS	14	-	(9)	-	5
World Conference and other travel grants	70	24	(17)	-	77
Youth Exchange	-	991	(971)	-	20
Youth led action on the SDGs	15	314	(247)	-	82
	2,976	**2,901**	**(3,067)**	**(29)**	**2,781**
World Centres & Europe					
Kusafiri	8	1	-	-	9
Nuestra Cabaña - others	9	-	-	-	9
Pax Lodge – others	23	8	(11)	-	20
Sangam	18	-	(9)	-	9
	58	**9**	**(20)**	**-**	**47**
Other Restricted Funds	**3,034**	**2,911**	**(3,087)**	**(30)**	**2,828**
Total Restricted Funds	**6,181**	**2,911**	**(3,116)**	**(30)**	**5,947**
UNRESTRICTED FUNDS					
General	**2,932**	**3,240**	**(2,555)**	**(99)**	**3,518**
Total Funds	**10,044**	**6,151**	**(5,670)**	**(86)**	**10,438**

During the year, a review of fund classifications identified that some balances had previously been allocated incorrectly between funds. A thorough analysis was undertaken, and funds have now been re-categorised appropriately. As a result, an adjustment has been made to the opening balances to reflect the correct classification.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP	ENDOWMENT £'000	RESTRICTED £'000	GENERAL £'000	TOTAL 2024 £'000
Tangible fixed assets	-	3,255	409	3,664
Intangible fixed assets	-	-	1	1
Investments	822	-	3,615	4,437
Long-term liabilities	-	-	(236)	(236)
Net current assets/(liabilities)	277	3,619	22	3,918
Total	**1,099**	**6,874**	**3,811**	**11,784**

CHARITY	ENDOWMENT £'000	RESTRICTED £'000	GENERAL £'000	TOTAL 2024 £'000
Tangible fixed assets	-	3,119	184	3,303
Intangible fixed assets	-	-	1	1
Investments	973	-	3,434	4,407
Long-term liabilities	-	-	(2)	(2)
Net current assets/(liabilities)	-	2,828	(99)	2,729
Total	**973**	**5,947**	**3,518**	**10,438**

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS – Comparative figures 2023

GROUP	ENDOWMENT £'000	RESTRICTED £'000	GENERAL £'000	TOTAL 2023 (AS RESTATED) £'000
Tangible fixed assets	-	3,284	422	**3,706**
Intangible fixed assets	-	-	-	**1**
Investments	751	-	3,385	**4,136**
Long-term liabilities	-	-	(229)	**(229)**
Net current assets/(liabilities)	277	3,886	(448)	**3,715**
	1,028	**7,170**	**3,130**	**11,329**

CHARITY	ENDOWMENT £'000	RESTRICTED £'000	GENERAL £'000	TOTAL 2023 (AS RESTATED) £'000
Tangible fixed assets	-	3,147	199	**3,346**
Intangible fixed assets	-	-	1	**1**
Investments	655	-	3,452	**4,107**
Long-term liabilities	-	-	(2)	**(2)**
Net current assets/(liabilities)	276	3,034	(718)	**2,592**
	931	**6,181**	**2,932**	**10,044**

21. PRIOR PERIOD ADJUSTMENT

Changes to the balance sheet

	GROUP				CHARITY		
	As previously reported 2023 £'000	Adjustment 1 2023 £'000	Adjustment 2 2023 £'000	(As restated) 2023 £'000	As previously reported 2023 £'000	Adjustment 1 2023 £'000	(As restated) 2023 £'000
FIXED ASSETS							
Intangible assets	1	-	-	1	1	-	1
Tangible assets	3,706	-	-	3,706	3,346	-	3,346
Investments	4,136	-	-	4,136	4,107	-	4,107
	7,843	**-**	**-**	**7,843**	**7,454**	**-**	**7,454**
CURRENT ASSETS							
Stock	221	-	-	221	51	-	51
Debtors	1,526	-	-	1,526	2,367	-	2,367
Short-term investments	2,238	-	-	2,238	1,074	-	1,074
Bank	1,619	-	-	1,619	1,060	-	1,060
	5,604	**-**	**-**	**5,604**	**4,552**	**-**	**4,552**
CURRENT LIABILITIES							
Creditors	(2,019)	-	130	(1,889)	(1,960)	-	(1,960)
NET CURRENT ASSETS	3,585	-	130	3,715	2,592	-	2,592
NON-CURRENT LIABILITIES							
Long-term creditors	(229)	-	-	(229)	(2)	-	(2)
NET ASSETS	**11,199**	**-**	**130**	**11,329**	**10,044**	**-**	**10,044**
FUNDS of the Group and Charity							
Endowment Fund	**993**	**-**	**35**	**1,028**	**931**	**-**	**931**
RESTRICTED FUNDS							
Restricted Property	3,267	-	17	3,284	3,147	-	3,147
Restricted Funds	3,575	187	125	3,886	2,847	187	3,034
Total Restricted	**6,842**	**187**	**142**	**7,170**	**5,994**	**187**	**6,181**
UNRESTRICTED FUNDS							
General Funds	3,364	(187)	(47)	3,130	3,119	(187)	2,932
Total Unrestricted	**3,364**	**(187)**	**(47)**	**3,130**	**3,119**	**(187)**	**2,932**
Total Reserves	**11,199**	**-**	**130**	**11,329**	**10,044**	**-**	**10,044**

The comparative figures for the year ended 31 December 2023 have been restated to correct the following prior period errors:

An amount of £187k – comprising an overseas entity's opening balance adjustment, a gift transfer from trading to the Charity, and a donation - was previously misclassified as unrestricted reserves in the statutory accounts.

While the classification was correct in the financial system, it was incorrectly recorded as unrestricted during the manual preparation of the statutory accounts.

This misclassification led to "Adjustment 1" in the table above which reflects a decrease in unrestricted reserves and a corresponding increase in restricted reserves.

An adjustment to creditors, related to an overseas entity's deferred income, was duplicated which led to an overstatement of creditors. This also triggered a foreign exchange adjustment to the intercompany balance.

This error has been corrected as reflected in "Adjustment 2" in the table above. This adjustment shows a net increase in creditors of £130k, along with an increase in restricted reserves, an increase in endowment reserves and a decrease in unrestricted reserves.

These adjustments have been reflected in the restated comparative figures to present a more accurate view of WAGGGS' financial position.

Changes to the Statement of Financial Activities

	FOR THE YEAR ENDED 31 DECEMBER 2023		
	AS PREVIOUSLY REPORTED	ADJUSTMENT	AS RESTATED
INCOME & ENDOWMENTS	£'000	£'000	£'000
Donations, Legacies and Endowments	2,056	-	2,056
Income from charitable activities	4,935	(290)	4,645
Income from other trading activities	260	290	550
Investment income	131	-	131
Other income	-	-	-
Total Income	**7,382**	**-**	**7,382**
EXPENDITURE			
Raising funds	1,737	(819)	918
Charitable activities	5,976	819	6,795
Total Expenditure	**7,713**	**-**	**7,713**
Net expenditure before gains on investments	(331)	-	(331)
Net gains on investments	118	-	118
NET EXPENDITURE FOR THE YEAR	**(213)**	**-**	**(213)**
Other (losses) / gains	(184)	130	(55)
NET MOVEMENT IN FUNDS	**(397)**	**130**	**(268)**
Total Funds at 1 January	11,596	-	11,596
Total Funds at 31 December	**11,199**	**130**	**11,329**

The expenditure from the prior year was re-analysed in alignment with the thematic priorities set out in WAGGGS' 2024–2029 strategy, and during this review, it was identified that some costs totalling £819k previously coded to charitable activities had been incorrectly classified under the cost of raising funds. Through this review, we clarified that £173k of programme expenditure had been originally coded to fundraising, although we later confirmed there was no donor specification requiring it to be used for that purpose. Additionally, £398k related to the Pax Lodge World Centre was reviewed and determined to be more appropriately classified under activities aligned with the Movement, rather than income generation. Finally, £327k of World Conference expenditure was found to better reflect charitable activity than fundraising.

As a result, the expenditure in the Statement of Financial Activities for the year ended 2023 has been reclassified to reflect the new thematic structure and the new distribution between charitable activities and the cost of raising funds. This reclassification has no impact on the total expenditure previously reported.

An adjustment of £130k has been made to "Other Gains/(Losses)" in the Statement of Financial Activities. This relates to the identified errors, mentioned above, affecting the creditors balance in the Balance Sheet, which had led to an overstatement of "Other Gains/(Losses)" and a corresponding £130k reduction in reserves.

22. FINANCIAL PERFORMANCE OF THE CHARITY

The consolidated Statement of Financial Activities includes the results of the Charity's wholly-owned subsidiaries as listed in note 12. The net income for the year before gains/(losses) on investments for the Charity is £480k (2023: net expenditure of £432k) and the net increase in funds held at year end was £394k (2023: net decrease of £350k).

23. RELATED PARTY TRANSACTIONS

During the year, the Charity had the following transactions and balances with the subsidiaries listed in note 12 and other related parties. All transactions are at arms length. As the subsidiary companies are wholly owned by the Charity, it is exempt from the requirement of FRS 102 to disclose transactions with other members of the Group.

	2024 £'000	2023 £'000 RESTATED
Income received from subsidiaries	21	20
Distribution of surplus from subsidiaries	147	156
Amounts owed from/(to) subsidiaries	574	746

24. PURPOSE OF ENDOWMENT, RESTRICTED AND DESIGNATED FUNDS

The prime purpose of the restricted funds and the estimated timeframe in which these funds are expected to be utilised are shown below:

Endowment Fund	Purpose	Period to be used
Cheryl Watkins	To support leaders within the Guiding Movement over the age of 60 to attend Our Chalet for capacity development and training.	Indefinite
The Chalet Endowment Fund	Providing for the maintenance and upkeep of Our Chalet.	Indefinite
Restricted Funds	**Purpose**	**Period to be used**
Advocacy	To support the delivery of advocacy campaigns.	Within 1 to 2 years
Arlene Bartlow Development Fund	To support Guiding activities in African Member Organisations.	Within 1 to 5 years
Body confidence	For body confidence and self esteem programme work delivered by WAGGGS Member Organisations, primarily the Free Being Me programme.	Within 1 to 5 years
Capacity Building	Building the capacity of WAGGGS Member Organisations through tailored support, training, and tools to strengthen their programmes for girls, young women, and volunteers.	Within 1 to 2 years
Climate	Global environment projects to be carried out by girls and young women in Girl Guiding and Girl Scouting, primarily through the Girl-led Action on Climate Change programme.	Within 1 to 2 years
Gender Based Violence	To support campaigns in Member Organisations to combat gender-based violence.	Within 1 to 2 years
International Experience and Youth Exchange	Leadership exchange programme to girls and young women, primarily the Youth Exchange South to South (YESS) programme.	Within 1 to 2 years
Internet Safety	Supports girls and young people to connect safely and positively online, primarily through the Surf Smart programme.	Within 1 to 2 years
Julie Dawson	Global Girls Leadership Programme.	2023-2025
Leadership	Primarily for workshops, seminars and training.	Within 1 to 2 years
Membership	Primarily to support Guiding activities in Member Organisations.	Within 1 to 2 years
Nutrition	To support WAGGGS Member Organisation activity on adolescent nutrition, primarily this was the Girl Powered Nutrition programme.	Within 1 to 2 years
Other Donations	Other strategic-related issues not specifically in relation to leadership, membership and advocacy.	Within 1 to 2 years
STEM	To support Member Organisations to deliver STEM programme activities to girls and young women, primarily through the STEM Changemakers programme.	Within 1 to 2 years
UPS	A programme that focused on volunteering and diversity and inclusion.	Within 1 to 2 years
World Bureau – Property	To be used for the upkeep and depreciation of the World Bureau.	Over the period of the remaining lease
World Conference and other travel grants	Primarily for the provision of travel grants to girls and young women.	Within 1 to 2 years
Youth led action on the SDGs	To support Member Organisations to deliver projects of youth-led action on the Sustainable Development Goals, primarily through the Global Youth Mobilisation programme.	Within 1 to 2 years

World Centres	Purpose	Period to be used
Pax Lodge & Nuestra Cabaña - Property	To be used for the upkeep and depreciation of the World Centres.	Over the period of the remaining lease or life of the property
The Falk Memorial Fund	The promotion of Guiding and Girl Scouting by supporting those who might not otherwise be in a position to stay at Our Chalet.	Indefinite
World Centres other restricted funds	To be used for the provision of scholarships, support for training events held at the World Centres, operational expenditure of Nuestra Cabaña (Pledge) and building improvements.	Within 1 to 3 years

25. POST BALANCE SHEET EVENTS

There have been no material events since the balance sheet date requiring adjustment to, or disclosure in, the financial statements.

"THROUGH GIRL GUIDING AND GIRL SCOUTING, GIRLS AND YOUNG WOMEN GAIN THE CONFIDENCE AND RESILIENCE TO LEAD – TODAY AND IN THE FUTURE. OUR NON-FORMAL EDUCATION METHOD LIES AT THE HEART OF THIS EXPERIENCE, CREATING A SPACE WHERE YOUNG PEOPLE ARE EMPOWERED TO TAKE THE LEAD AND MAKE THEIR OWN CHOICES.