UN WOMEN NATIONAL COMMITTEE UK

England & Wales · Charity number 1162741

Details

Other names	UN WOMEN UK NC, UNWUK NC
Status	Registered
Legal form	Charitable company
Company number	09233969
Registered	2015-07-20
Register	View on the Charity Commission register

Contact

Address	167-169 Great Portland street 5th Floor London W1W 5PF
Phone	0203 745 1347
Email	info@unwomenuk.org
Website	www.unwomenuk.org

Activities

Objects: 1. THE RELIEF OF POVERTY AMONG WOMEN AND THEIR FAMILIES PARTICULARLY BY THE INTRODUCTION OF IMPROVED TECHNOLOGY, TRAINING AND CREDIT;2. THE ADVANCEMENT OF EDUCATION AND TRAINING OF WOMEN AND GIRLS PARTICULARLY IN THE USE AND DEVELOPMENT OF NATURAL RESOURCES IN A SUSTAINABLE MANNER;3. THE PROMOTION OF WOMEN'S AND GIRLS' HUMAN RIGHTS AND ELIMINATING ALL FORMS OF DISCRIMINATION AGAINST WOMEN IN ANY PART OF THE WORLD WITH PARTICULAR REFERENCES TO DEVELOPING COUNTRIES.

Activities: Supporting the work of UN Women to improve the lives of women and girls and achieving gender and empowerment of women equality globally within civil society, government and the corporate sector.Advocacy, awareness-raising, fundraising, education programmes and outreach activities in support of the above.

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Classification

- **How:** Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£698,198	£670,166	£698,198	3
2023-12-31	£655,342	£620,830	£250,995	2
2022-12-31	£666,528	£617,466	£216,482	2
2021-12-31	£476,470	£525,657	-	-
2020-12-31	£482,488	£405,812	-	-

Trustees

Name	Role	Appointed
Elaine Banton		2026-01-01
Jane Burkitt		2023-09-21
Katherine Sladden		2020-03-04
Kathryn Worth		2021-02-25
Kim Rowell		2023-09-21
Michaela Greene		2020-03-04
Michele Oliver		2024-08-05
Sharon Mitcheson		2025-12-04
Zehra Chatoo		2023-09-21

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UN WOMEN NATIONAL COMMITTEE UK

England & Wales - Charity number 1162741

Accounts

UN WOMEN NATIONAL COMMITTEE UK

COMPANY NUMBER: 09233969

REGISTERED CHARITY NUMBER: 1162741

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

ANNUAL REPORT 2024

UN WOMEN NATIONAL COMMITTEE UK

COMPANY NUMBER: 09233969

REGISTERED CHARITY NUMBER: 1162741

REPORT AND FINANCIAL STATEMENTS
FOR
THE YEAR ENDED 31 DECEMBER 2024

Reference and administrative details
For the year ended 31 December 2024

Charity name	UN Women National Committee UK
Other name used.	UN Women UK
Company number	09233969
Charity number	1162741
Registered office &. principal address	5th Floor, Suite 23, 63-66 Hatton Garden, London, EC1N 8LE

The trustees (who are also directors under company law) who each held office throughout the year until the date of this report, unless disclosed otherwise, were:

Company Secretary: Kathryn Worth

Trustees:

Michele (Mitch) Oliver	(Chair) Appointed 05 August 2024
Michaela Greene	(Vice Chair)
Kathryn Worth	(Company Secretary)
Steven Edwards	
Katherine Sladden	
Jane Burkitt	
Zehra Chatoo	
Kim Rowell	
Baroness Sandip Verma	Resigned 05 August 2024
Emma Houghton	Resigned 23 January 2025
Robert Baker	Resigned 17 July 2025

Independent Reviewer: Emma D'Aubyn FCA BPF BSc

TRUSTEES REPORT

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

OBJECTIVES AND ACTIVITIES

The trustees ensure the activities of the organisation have regard to the Charity Commission's guidance on public benefit.

The purposes of the charity

The UN Women National Committee UK has clear charitable aims for the public benefit which focus on gender equality.

Our charitable objectives are:

- the relief of poverty among women and their families particularly by the introduction of improved technology, training and credit;
- the advancement of education and training of women and girls particularly in the use and development of natural resources in a sustainable manner;
- and the promotion of women's and girls' human rights and eliminating all forms of discrimination against women.

These objectives are in any part of the world, but with particular reference to developing countries.

UN Women National Committee UK is the voice of UN Women in the UK; our relationship with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is set out in a Recognition Agreement and related variation letter, both of which became effective in December 2015 and were updated on 31 May 2019. The Recognition Agreement and accompanying financial and KPI reporting documents were updated as part of a new more detailed 2-year reporting cycle on 31 May 2019.

Our work centres on advocacy, awareness and activation (fundraising) for projects delivered through UN Women worldwide, as well as advocacy work to reach UN Women's goals in the UK.

A YEAR IN REVIEW

JOINT STATEMENT FROM THE CHAIR AND EXECUTIVE DIRECTOR

We are pleased to present the Annual Report and Financial Statements for UN Women UK for the year ended 31 December 2024.

This year has been one of transition and renewed momentum. In August, we welcomed Mitch as Chair of the Board and said thank you and farewell to Baroness Sandy Verma who stepped down at the end of her second term. With a strong background in corporate leadership, Mitch brings a fresh perspective and deep commitment to our mission. Her appointment marks an exciting new chapter for UN Women UK as we continue to grow our impact and strengthen our governance.

Since the end of the reporting period, we have also said farewell to two valued trustees, Robert Baker and Emma Houghton, who stepped down to focus on professional and personal endeavours. We are incredibly grateful for the contribution they made during their tenure.

Despite operating in a challenging economic and social context, our organisation has continued to deliver a measurable impact advancing gender equality and women's rights both in the UK and globally.

As we look ahead, we remain focused on scaling our reach, deepening our partnerships, and ensuring that every woman and girl can live free from violence, have access to opportunity, and use her voice.

We would like to thank our staff, trustees, volunteers, partners, donors, and supporters who have stood with us in our mission. Together, we are advancing gender equality and building a world where every woman and girl can live free from violence, have access to choice and use her voice.

Fundraising and Partnerships

The UK fundraising landscape has been marked by economic pressures, with inflation and the cost-of-living crisis impacting disposable incomes and donor behavior. Despite these challenges, UN Women UK has achieved strong progress.

We successfully grew our major donor base through the Briefing Club, which has become an important entry point for philanthropy. Following an initial £140,000 investment from UN Women HQ we achieved our year-one target revenue, with clear plans to expand donor circles in year two stewarding donors from £1,000 to £10,000 annual donations.

Our corporate partnerships continue to grow, supported by the development of corporate partners via Unstereotype Alliance, from individuals joining our community and introducing us to their organisations as well as direct targeting of certain keypartners Vodafone is a key partner, having supported multiple initiatives including the Small Steps Big Difference research into FTSE100 organisations' support for survivors of domestic abuse.

A YEAR IN REVIEW CON'T

Key fundraising moments such as International Women's Day (IWD) and the Commission on the Status of Women (CSW) generated significant engagement, raising over £10,000 in individual donations, securing £180,000 in pro bono support, and building our prospective corporate partnerships.

Advocacy and Programmes

We continue to position UN Women UK as a leading voice on gender equality in the UK. Our Safe Spaces Now campaign remains at the forefront of efforts to end sexual harassment, expanding into sectors such as music, sport, and public transport. In 2024, we launched the Right to Move campaign nationwide, reaching millions with the message to "Stop, Support, Report."

Through our role in making UN processes more accessible, we facilitated digital participation for over 6,000 individuals at the Commission on the Status of Women (CSW), including many from marginalised communities. This has strengthened our reputation as the gateway for UK civil society to engage with global gender equality processes.

Working with corporate partners, we published influential research on the gender technology divide, domestic abuse workplace policies, and the care economy – the latter revealing that one in four women leave the workforce due to caregiving responsibilities. These outputs are already informing advocacy with UK Government stakeholders, particularly around investment in the care economy, gender-based violence, and women's economic empowerment.

Internationally, we continue to support UN Women's global priorities, advocating to the UK Government and fundraising for crisis settings such as Gaza, Sudan, Ukraine, Afghanistan and Haiti.

Communications and Engagement

A refreshed brand and digital strategy has enabled us to deepen engagement with our audiences. Our relaunched website and strengthened social media presence have driven growth across Instagram and LinkedIn, maintaining a total community of 90,000 followers and an active UK membership of 16,000.

Our communications strategy has shifted audiences from passive engagement to active participation, from petitions to donations, further embedding our position as a trusted, impactful organisation.

We have also invested in robust crisis communications and staff wellbeing, in response to increased online abuse linked to our inclusive human rights stance, as well as ongoing geopolitical conflicts. These measures ensure we remain resilient and proactive in safeguarding our team and mission.

A YEAR IN REVIEW CON'T

Looking Ahead

The year has been defined by both challenge and opportunity. Against the backdrop of economic uncertainty, UN Women UK has demonstrated resilience, adaptability, and the ability to mobilise resources and partnerships for impact.

Our priorities for the coming year are to:
Expand major donor and corporate partnerships through innovative donor circles and the private sector partnerships.
Scale advocacy campaigns such as Safe Spaces Now and Right to Move into new sectors and communities.
Influence UK policy on care, poverty reduction, and gender-based violence under the new government.
Continue strengthening our digital engagement and brand trust, moving supporters from awareness to activism and giving.

Michele (Mitch) Oliver
Chair

Tabitha Morton
Executive Director

REPORT OF THE BOARD OF TRUSTEES

Financial review

Income for the year was £698,198 (2023: £655,342) and expenditure for the year was £670,166 (2023: £620,829).

The major part of our costs is the donation to UN Women of £302,974. Followed by operating costs of £367,192, this was used to cover the cost of employees and contractors who allowed us to deliver the activities outlined above in fundraising, advocacy and awareness-raising.

We continued to invest in people to help build organisational capacity and local initiatives and campaigns that will increase awareness of, and support for, UN Women and our work. This investment, in turn, is expected to deliver higher levels of income in the medium to long term and will allow us to donate a higher percentage of funds to UN Women programmes in future years.

Reserves policy

In the Trustees' view, reserves should be maintained at a level of at least three months cover of expenditure and in practice we work to maintain between three and six months cover at all times. The amount of our unrestricted reserves at the end of the reporting period was £148,723 (2023: £97,078) which equates to five months'. It is our aim to increase the reach and impact of our organisation. The current reserves are held to support the charity's ability to grow and continue as a going concern and therefore enable us to continue to meet the charitable objectives for the foreseeable future and deliver the significant growth planned over the next few years.

Plans for future periods

Expand major donor and corporate partnerships through innovative donor circles and the private sector partnerships.
Scale advocacy campaigns such as Safe Spaces Now and Right to Move into new sectors and communities.
Influence UK policy on care, poverty reduction, and gender-based violence under the new government.
Continue strengthening our digital engagement and brand trust, moving supporters from awareness to activism and giving.
To support these plans we are growing our infrastructure and ensuring as we grow the team they are focused on the twin goals of advocacy and fundraising; with results measured to ensure good return on investment.

REPORT OF THE BOARD OF TRUSTEES CONT

STRUCTURE AND GOVERNANCE

Governing document

The charitable company is controlled by its governing document, Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are elected by company members at the Annual General Meeting (AGM), with an induction into the organisation by various members of the Board of Trustees, including the Chair. The Nominations Committee identifies attributes and skills required on the Board and makes recommendations for Trustee appointments following an open recruitment process aimed at recruiting a diverse board to reflect our work, stakeholders and beneficiaries.

Trustees typically serve up to two three-year terms of office, with a final two-year term as an exception. One-year or shorter Trustee appointments or co-option of Trustees by the board in between AGMs are also made when particular skills or expertise are needed and/or the timing of vacancies are not conducive to the timing of the AGM.

The board of Trustees is committed to equality, diversity and inclusion and recognises that a board is more effective when it reflects different perspectives, experience and skills. In line with the charity's governance code the board will continue to develop its approach to supporting diversity and inclusion through the charity and through its own practices. During 2025 we have appointed a Trustee to champion this work alongside colleagues within the charity.

Management

Day to day management of the Charity is through the Executive Director who is supported by a small team of employees, contractors and volunteers. The Executive Team consisted of the Executive Director, Chair, Vice Chair, Treasurer and Company Secretary. Regular, informal meetings are held in addition to the formal round of meetings.

REPORT OF THE BOARD OF TRUSTEES CONT

Committees

Committee: Governance & Risk
Role of the committee:
To support the Board in fulfilling its oversight responsibilities relating to risk, governance and finance matters.
Members: Michaela Greene (Chair), Katie Henry (Independent), Kat Worth, Kat Sladden and Jane Burkitt. (Emma Houghton stepped down as Chair when she retired from the Board in January 2025)

The focus of the committee's work during the year has been to embed new members, reconfirm its terms of reference and consider the charity's approach to risk management. We welcomed Jan Jain, a sustainability and risk expert from Ernst and Young who is providing secretariat support to the committee on a temporary basis and working alongside Katie Henry to lead the Board through a risk review during 2025.

Committee: People & Nominations
Role of the committee:
To oversee Trustee recruitment, succession planning for board and senior appointments, board development and HR matters such as the charity's pay policy.
Members: Kat Worth (Chair) Steve Edwards, , Kim Rowell and Zehra Chatoo. (Michela Greene took over as Chair of the Governance & Risk when Emma Houghton retired and stepped down from the People & Nominations at that time).

The focus of the committee during 2024 has been recruitment for permanent Executive Director in January 2024 and new Chair in August 2024. We welcomed Tabitha Morton into the role in 2024 and Tabitha has been instrumental in developing the charity's income streams, operational structure, and strengthening the internal control and assurance framework. We welcomed Michele (Mitch) Oliver as Chair in August 2024 bringing a wealth of experience from the corporate world as well as charity governance and growth. Mitch has been instrumental in focusing the board and ensuring we are mission driven.

Governance Code
UN Women UK is committed to maintaining high standards of governance and transparency. In 2024, the charity continued to align its governance practices with the Charity Governance Code for Smaller Charities, which it has formally adopted. This Code provides a robust framework tailored to charities with an annual income under £1 million and supports continuous improvement in board effectiveness, accountability, and leadership.

In addition, UN Women UK adheres to the Principles of Good Governance for National Committees, as set out by UN Women Headquarters. These principles guide our operations in line with our Recognition Agreement and ensure alignment with the global mission to advance gender equality.

REPORT OF THE BOARD OF TRUSTEES CONT

A full compliance review was undertaken by the Governance & Risk Committee in July 2025, confirming that UN Women UK meets the expectations of both frameworks. The Board remains committed to reviewing and strengthening governance practices as part of its ongoing development.

Risk Management

The Trustees are responsible for ensuring that the charity has an appropriate system of financial and other controls, designed to safeguard the assets of the charity and maintain the integrity of the accounting records. The Governance and Risk committee is delegated responsibility for oversight of the charity's risk framework and advises the board on the likelihood and the impact of principal risks materialising, and the management and mitigation of principal risks to reduce the likelihood of them occurring or their impact.
A risk identification exercise is undertaken on an annual basis following the setting of the strategy. The outcomes of this exercise will inform the establishing of a risk appetite statement and a review of controls to ensure they remain sufficient and appropriate.

Responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and regulations.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with company law, the charity's governing document, the Charities Act 2011 and 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.

Company law requires Trustees to prepare financial statements for each financial year giving a true and fair view of the charitable company's state of affairs at the end of the year and net income or expenditure for the year. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- and prepare the financial statements on a going concern basis unless it is not appropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the charity's financial position and enable them to ensure compliance with the Companies Act 2006. They are also responsible for safeguarding the charity's assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities. which it has formally adopted. This Code provides a robust framework tailored to charities with an annual income under £1 million and supports continuous improvement in board effectiveness, accountability, and leadership.

REPORT OF THE BOARD OF TRUSTEES CONT

Small company provisions
This report has been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 8th September 2024 and signed on their behalf by:

Michele (Mitch) Oliver
Chair

INDEPENDENT EXAMINERS REPORT

I report on the accounts of the charitable company for the year ended 31 December 2024 which are set out on the following pages.

Respective responsibilities of Trustees and Examiner:
The charity's Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report
My examination was conducted in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement
In connection with my examination, no matter has come to my attention:
1. Which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Charities SORP (FRS 102) have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached; or

2. To which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Emma D'Aubyn FCA BPF BSc.
Mutu Accountancy
Newark Works
Foundry Lane
Bath
BA2 3DZ

Emma D'Aubyn FCA BPF BSc.

1. STATEMENT OF FINANCIAL ACTIVITIES *(INCLUDING AN INCOME AND EXPENDITURE ACCOUNT)*
FOR THE YEAR ENDED 31 DECEMBER 2024

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Income from (Note 2):				
Donations and legacies	553,812	124,401	678,213	387,815
Charitable activities	-	-	-	155,764
Other activities	14,883	-	14,883	111,458
Investment income	5,102	-	5,102	305
Total income	**573,797**	**124,401**	**698,198**	**655,342**
Expenditure on (Notes 3 & 4):				
Raising funds	66,005	140,764	206,769	124,871
Charitable Activities:				
UK work	160,423	-	160,423	158,629
Support to UN Women programmes worldwide	124,400	178,574	302,974	337,330
Total expenditure	**350,828**	**319,338**	**670,166**	**620,829**
Net movement in funds	**222,969**	**(194,937)**	**28,032**	**34,513**
Reconciliation of funds (Note 10):				
Total funds brought forward	97,078	-	97,078	216,482
Total funds carried forward	**62,250**	**13,920**	**250,995**	**97,078**

All income and expenditure derive from continuing activities. The statement of financial activities includes all gains and losses recognised in the year.

2. BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2024

	31 Dec 2024	31 Dec 2023
Fixed assets:		
Tangible fixed assets (Note 7)	922	-
Current assets:		
Debtors (Note 8)	222,396	112,133
Cash and bank	193,536	408,634
Liabilities:		
Amounts due within one year (Note 9)	(120,475)	(269,772)
Total current assets	**296,379**	**250,995**
Net Assets	**296,379**	**250,995**
Total funds of the charity (Note 10):		
Restricted	13,920	153,917
Unrestricted	139,394	97,078
Total charity funds	**147,316**	**250,995**

These financial statements are approved on 8th September 2025 and signed on behalf of UN Women UK by:

Michele (Mitch) Oliver
Chair

2. BALANCE SHEET (CONT)
FOR THE YEAR ENDED 31 DECEMBER 2024

We are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

We acknowledge our responsibilities for:

1. ensuring that the charitable company keeps adequate accounting records which comply with section 386 of the Act, and
2. preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its net income or expenditure for the year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

These financial statements are approved on 8th September 2025 and signed on behalf of UN Women UK by:

Michele (Mitch) Oliver
Chair

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006.

Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The presentation currency of these financial statements is Pound Sterling (£). All amounts have been rounded to the nearest £1.

Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Fund accounting

All transactions of the organisation are recorded and reported as income into or expenditure from funds, which are designated as 'restricted' or 'unrestricted'. Restricted funds are to be used for specific purposes laid down by the donor. Expenditure which meets these criteria is charged to the fund. All other income is treated as unrestricted.

Income recognition

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government or other grants, whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES continued

For legacies, entitlement is taken as the earlier of the dates on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to a charity, or a charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specialised service is deferred until the criteria for income recognition is met.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities or equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the costs of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs
- Support costs are allocation between governance and support costs.

T**axation**
The organisation is a company limited by guarantee not having share capital. The company has charitable status and as such is exempt from Corporation Tax as at 31 December 2024.

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES continued

Tangible Assets
Tangible fixed assets are initially recorded at cost. Items costing less than £500 are not capitalised.
Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:
Computer equipment 20% straight line

Debtors
Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

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

Creditors and provisions
Creditors and provisions are recognised when the charitable company has a present obligation resulting from a past event that will probably result in the transfer in funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at the settlement amount due.

Pensions
The charitable company contributes to employees' individual pension plans. The amount charged in the Statement of Financial Activities represents the contributions to the schemes in respect of the accounting period.

2. INCOME

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Donations and legacies:				
Individual donations	150,317	-	150,317	51,606
Digital giving	-	-	-	19,709
Corporate membership donations	-	124,401	124,401	122,767
Private sector donations	325,095	-	325,095	155,333
Trusts and Foundation income	-	-	-	-
Donated services	78,400	-	78,400	38,400
Total	**553,812**	**124,401**	**678,213**	**387,815**
Charitable activities:				
Grants	-	-	-	155,764
Total	-	**-**	**-**	**155,764**
Other trading activities:				
Fundraising events	14,883	-	14,883	111,458
Campaigns	-	-	-	-
Total	**14,883**	-	**14,883**	**111,458**
Investment income:				
Bank interest received	5,102	-	5,102	305
Total	**5,102**	**-**	**5,102**	305

3. EXPENDITURE ON RAISING FUNDS

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
Expenditure on raising funds:				
Salaries	40,868	140,764	181,632	82,096
Event costs	25,137	-	25,137	42,775
Campaign costs	-	-	-	-
Total	**66,005**	**140,764**	**206,769**	**124,871**

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	UK Work	Support UN Women Programmes Worldwide	Total 2024	Total 2023
Expenditure on charitable activities:				
Salaries	54,497	27,249	81,746	126,746
Event costs	-	8,810	8,810	8,864
Campaign costs	6,589	-	6,589	13,005
Remittance to HQ	-	302,974	302,974	270,776
Support and governance costs	20,937	10,469	31,406	38,167
Donated services	78,400	-	78,400	38,400
Total	**160,423**	**349,502**	**509,925**	**495,958**

5. TRUSTEE REMUNERATION AND BENEFITS

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

Trustees' expenses

There were £272.89 trustee expenses paid to one trustee for the year ended 31 December 2024 and £1,512 paid to three trustees' for the year ended 31 December 2023.

6. STAFF COSTS

	2024	2023
	£	£
Salaries and wages	152,519	110,094
Social security costs	13,204	10,195
Pension costs	2,936	2,052
Contractors	94,719	86,502
Total	**263,378**	**208,842**

During the current and previous years, there was 1 (2023: 1) employee whose employee benefits (excluding employer pension costs) exceeded £60,000.

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

	2024	2023
Total Staff	3	2

7. TANGIBLE FIXED ASSETS

	Computer Equipment		Total
COST	**£**		**£**
As at 1 January 2024	4,625		4,625
Disposals	(4,625)		(4,625)
At 31 December 2024	614.66		614.66
DEPRECIATION			
As at 1 January 2023	**4,625**		**4,625**
Eliminated on disposal	**(4,625)**		**(4,625)**
At 31 December 2023	-		-
NET BOOK VALUE			
At 31 December 2024	**614.66**		**614.66**
At 31 December 2023	-		-

8. DEBTORS

	2024	2023
	£	£
Accounts Receivable	205,072	83,809
Prepayments and accrued income	17,324	17,324
Total	**222,396**	**112,133**

9. CREDITORS

	2024	2023
	£	£
Aged Payables	350	21,390
Accruals	39,246	39,246
Amounts owed to HQ	80,879	230,255
Total	**120,475**	**290,891**

10. MOVEMENT IN FUNDS

	As at 01 Jan 2024	Incoming Resources	Outgoing Resources	Transfers	As at 31 Dec 2024
	£	£	£	£	£
Restricted Funds:					
Unstereotype Alliance	13,153	124,402	(137,553)	-	13,920
UN Women HQ Investment	140,764	-	(140,764)	-	-
Total restricted funds	153,917	124,402	(278,317)	-	13,920
Total unrestricted funds	81,374	573,797	(515,777)	-	139,394
Total funds	**235,291**	**698,198**	**(786,173)**	-	**147,316**

10. MOVEMENT IN FUNDS (COMPARATIVE YEAR)

	As at 01 Jan 2023	Incoming Resources	Outgoing Resources	Transfers	As at 31 Dec 2023
	£	£	£	£	£
Restricted Funds:					
Innovate	-	5,000	(5,000)	-	-
Dr Martens Foundation	-	10,000	(10,000)	-	-
Unstereotype Alliance	-	122,767	(109,614)	-	13,153
UN Women HQ Investment	-	140,764	-	-	140,764
Total restricted funds	-	**278,531**	**(124,614)**	-	153,917
Total unrestricted funds	216,482	376,811	(496,215)	-	97,078
Total funds	**216,482**	**655,342**	**(620,829)**	**-**	**250,995**

11. RELATED PARTY TRANSACTIONS

During the year, the following related party transactions occurred:

We remitted £302,974 to UN Women as part of our recognition agreement in support of UN Women global programs.

Robert Baker (trustee) made a donation to the Women's Emergency Fund via Briefing Club amounting to £1,000.

Mutu Accountancy paid £1,500 as our Independent Examiner

12 PRIOR YEAR ADJUSTMENT

No prior year adjustment

STOP
AND OFFER
YOUR HELP
SUPPORT
THE PERSON
TO SAFETY
REPORT
IT IF THEY
WANT TO
London Lites

UN WOMEN
THERE IS
NO EXCUSE FOR
GENDER-BASED
VIOLENCE

THE CARE ECONOMY:
SOCIETY'S ENGINE ROOM
UN WOMEN

MANGROVES

STOP
VIOLENCE

OUR BOARD

MICHELE (MITCH) OLIVER
CHAIR

MICHAELA GREENE
VICE CHAIR

KATHRYN WORTH
COMPANY SECRETARY

ZEHRA CHATOO

JANE BURKITT

STEVEN EDWARDS

KATHERINE SLADDEN

KIM ROWELL

EMMA HOUGHTON
TREASURER
RESIGNED
23 JANUARY 2025

ROBERT BAKER
RESIGNED
17 JULY 2025

UN WOMEN NATIONAL COMMITTEE UK

England & Wales - Charity number 1162741

Accounts

ANNUAL REPORT 2023

UN WOMEN
UNITED KINGDOM

UN WOMEN NATIONAL COMMITTEE UK

COMPANY NUMBER: 09233969

REGISTERED CHARITY NUMBER: 1162741

REPORT AND FINANCIAL STATEMENTS
FOR
THE YEAR ENDED 31 DECEMBER 2023

Reference and administrative details
For the year ended 31 December 2023

Charity name	UN Women National Committee UK
Other name used.	UN Women UK
Company number	09233969
Charity number	1162741
Registered office & principal address	5th Floor, Suite 23, 63-66 Hatton Garden, London, EC1N 8LE

The trustees (who are also directors under company law) who each held office throughout the year until the date of this report, unless disclosed otherwise, were:

Company Secretary: Kathryn Worth

Trustees:	Baroness Sandip Verma	(Chair)
	Michaela Greene	(Vice Chair)
	Carol Rosati	(Vice Chair) Retired 21st Sept 23
	Emma Houghton	(Treasurer) Joined 21st Sept 23
	Shirley Cooper	(Treasurer) Retired 21st Sept 23
	Steven Edwards	
	Ann McKechin	Retired 31st March 23
	Katherine Sladden	
	Jane Burkitt	Joined 21st September 23
	Zehra Chatoo	Joined 21st September 23
	Kim Rowell	Joined 21st September 23
	Robert Baker	Joined 21st September 23

Independent Reviewer: Emma D'Aubyn FCA BPF BSc

TRUSTEES REPORT

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

OBJECTIVES AND ACTIVITIES

The trustees ensure the activities of the organisation have regard to the Charity Commission's guidance on public benefit.

The purposes of the charity

The UN Women National Committee UK has clear charitable aims for the public benefit which focus on gender equality.

Our charitable objectives are:

- the relief of poverty among women and their families particularly by the introduction of improved technology, training and credit;
- the advancement of education and training of women and girls particularly in the use and development of natural resources in a sustainable manner;
- and the promotion of women's and girls' human rights and eliminating all forms of discrimination against women.

These objectives are in any part of the world, but with particular reference to developing countries.

UN Women National Committee UK is the voice of UN Women in the UK; our relationship with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is set out in a Recognition Agreement and related variation letter, both of which became effective in December 2015 and were updated on 31 May 2019. The Recognition Agreement and accompanying financial and KPI reporting documents were updated as part of a new more detailed 2-year reporting cycle on 31 May 2019.

Our work centres on advocacy, awareness and activation (fundraising) for projects delivered through UN Women worldwide, as well as advocacy work to reach UN Women's goals in the UK.

A YEAR IN REVIEW

ACHIEVEMENT AND PERFORMANCE
Our activities in 2023

2023 was a difficult year for UN Women UK fundraising. The National Committee faced losses in donations, this loss was due to global political situations. We however have built a healthy pipeline of Corporate Partnership in 2023 and are confident that the success in 2023 will be built on in 2024.

Realising the need for creating impact and income we launched the Briefing Club in 2023, a club where members pay £1,000 per year to attend 9/10 breakfast 'briefings' from UN Women UK where we share up to the minute updates on our work around the world and in the UK. Members leave equipped to talk about complex issues in everyday language. The current members and their guests have opened doors into the private sector and other high net worth individuals.

With the All-Party Parliamentary Group we have established, UN Women UK has close connections with over 30 Members of Parliament, as well as other senior connections in the Civil Service, groups such as the Commonwealth Parliamentary Union and both Houses of Parliament. Thinking ahead to an election year in 2024 we have continued to develop relationships with civil servants to ensure the work and investment continues under a change in Government. UN Women UK is making active use of these contacts to advocate for sustained and increased funding to UN Women during shifts in national Government. We continue to provide briefings around topics such as the situation for women in Turkey & Syria, Afghanistan, Gaza & Israel in Parliament in 2023. With the APPG we hosted a 16 Days event in Parliament attended by 200 people and Parliamentarians to discuss and commit to investing to end gendered violence.

For CSW 2023, UN Women UK hosted 3,500 partcipants online, providing training and a chat platform for women who had never before had the opportunity to access UN events to learn more about UN Women and its work. These delegates were hosted on a digital platform that UN Women UK built which brought together all main, side and parallel events in one place and provides an ongoing digital space to build an ever-stronger community of changemakers and donors.

We also held a hybrid event hosting 550 delegates in an 'ideathon' to work on actions to end the gender tech divide in the UK. These ideas were filtered into work streams and we now have 95 volunteers working across three work streams to deliver research, policy change and online product solutions.

A YEAR IN REVIEW CON'T

UN Women UK continues to lead the national conversation on women's safety, including responding to national consultations on public sexual harassment, misogyny in music and safe public spaces. Its team and Board members advise organisations such as police forces and Local Authorities, as well as convening other charities and civil society groups.

Our annual Awards ceremony attracted record sponsorship funding and was an important platform to celebrate the change makers in the UK bringing, together 200 guests over 40 shortlisters and 6 winners (we received over 400 nominations).

Using key moments such as IWD/CSW and 16 Days we have grown our community, donor base and corporate partners with sustained social media campaigns showing both the breadth and depth of our work and how easy it is to engage with us and make change together. We have exceeded our 2024 social media growth targets in 2023!

CSW participants promoting their involvment have proven a real success bringing new followers and potential partners to UN Women UK when they see we are active not just globally but also in the UK. Likewise with the launch of Briefing Club we have seen huge success in asking for members to join and then celebrating the sessions afterwards.

In partnership with Bumble and Grazia we continued our campaign to end cyberflashing with billboards across UK city centres and call to action for the public to write to their MP.

Executive Director Claire Barnett decided to leave the organisation in 2023, leaving on the 7th July. I was asked to step into the role as interim ED for the rest of 2023. The Board then went out to open recruitment in January 2024 and appointed me as Executive Director in February 2024. During 2023 three of our trustees retired and we opened up recruitment - we received 350 applications. We have now grown our board to 10 trustees broadening our skills and experience.

Tabitha Morton
Executive Director
UN Women UK

REPORT OF THE BOARD OF TRUSTEES

Financial review

Income for the year was £655,342 (2022: £666,528) with continued support from our donors and additional grant support during the pandemic, and expenditure for the year was £620,829 (2022: 617,466).

The major part of our costs is the donation to UN Women of £270,776. Followed by operating costs of £350,053, this was used to cover the cost of employees and contractors who allowed us to deliver the activities outlined above in fundraising, advocacy and awareness-raising.

We continued to invest in people to help build organisational capacity and local initiatives and campaigns that will increase awareness of, and support for, UN Women and our work. This investment, in turn, is expected to deliver higher levels of income in the medium to long term, and will allow us to donate a higher percentage of funds to UN Women programmes in future years.

Reserves policy

In the Trustees' view, reserves should be maintained at a level of between three and six months of operating costs (excluding our remittance to HQ). The amount of our unrestricted reserves at the end of the reporting period was £97,078 (2022: £216,482) which equates to four months'. It is our aim to increase the reach and impact of our organisation. The current reserves are held to support the charity's ability to grow and continue as a going concern and therefore enable us to continue to meet the charitable objectives for the foreseeable future and deliver the significant growth planned over the next few years.

Plans for future periods

For 2024 our plans are to grow our major giving program with help from the investment funds from UN Women we received in December 2023. We have developed the UN Women UK Women's Emergency Fund as a mechanism to raise money to support women when crisis hits during 2024 this campaign will be promoted throughout the year in our community and public fundraising communications. For CSW68 we are planning to increase our online participant community to 4,500 and develop three community led projects to increase economic empowerment of women in the UK. Corporate and organisational partnerships continue to be an important channel for making change and support of our programs including Unstereotype Alliance and Women's Empowerment Principles. In 2024 we will continue to grow this channel. The Safe Spaces Now campaign to end sexual harassment in public spaces during 2024 will grow in music, workplace and sport. To support all of these plans we will bring in additional resources..

REPORT OF THE BOARD OF TRUSTEES CONT

STRUCTURE AND GOVERNANCE

Governing document

The charitable company is controlled by its governing document, Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are elected by company members at the Annual General Meeting (AGM), with an induction into the organisation by various members of the Board of Trustees, including the Chair. The Nominations Committee identifies attributes and skills required on the Board and makes recommendations for Trustee appointments following an open recruitment process aimed at recruiting a diverse board to reflect our work, stakeholders and beneficiaries.

Trustees typically serve up to two three-year terms of office, with a final two-year term as an exception. One-year or shorter Trustee appointments or co-option of Trustees by the board in between AGMs are also made when particular skills or expertise are needed and/or the timing of vacancies are not conducive to the timing of the AGM.

The board of Trustees is committed to equality, diversity and inclusion and recognises that a board is more effective when it reflects different perspectives, experience and skills. The board will continue to develop its approach to supporting diversity and inclusion through the charity and through its own practices. The year end review in 2022 reconfirmed our commitment in this area and will be a focus for the charity in the coming year.

Management

Day to day management of the Charity is through the Executive Director who is supported by a small team made up of contractors and volunteers. The Executive Team consisted of the Executive Director, Chief Operating Officer, Chair and Vice Chair, Treasurer and Company Secretary. Regular, informal meetings are held in addition to the formal round of meetings.

REPORT OF THE BOARD OF TRUSTEES CONT

Committees

Committee: Governance & Risk
Role of the committee:
To assist the Board in fulfilling its oversight responsibilities relating to risk, governance and finance matters.
Members: Ann McKechin (Chair - retired March 2023), Katie Henry (Independent), Shirley Cooper (Treasurer- retired September 2023), Kat Worth, Kat Sladden. Joined in February 2024 by Emma Houghton and Jane Burkitt.

The focus of the committee during 2023 was to review the Charity's risk management framework, to ensure that the risks identified as part of the Board workshop were fully understood and mitigated were possible.

Committee: People & Nominations
Role of the committee:
To lead and provide oversight of organisation and development, including staff and Board development and recruitment.
Members: Carol Rosati (Chair - retired September 2023), Shirley Cooper (Treasurer- retired September 2023), Steve Edwards, Kat Worth, Michaela Greene (Chair from September 2023). Joined in February 2024 by Kim Rowell and Zehra Chatoo.

The focus of the committee during 2023 has been recruitment. A thorough skills audit was undertaken, which also took into account the need to succession plan for key roles. This led to a very positive recruitment drive for the Treasurer and chairs of the committees and we welcomed new Trustees during 2023. A key focus for the committee during the year was to support the Interim Executive Director stepping up from COO and then preparing recruitment for permanent Executive Director in 2024. We welcomed Tabitha Morton into the role in 2024 and Tabitha has been instrumental in developing the charity's income streams, operational structure, and strengthening the internal control and assurance framework.

REPORT OF THE BOARD OF TRUSTEES CONT

Risk Management

The Trustees are responsible for ensuring that the charity has an appropriate system of financial and other controls, designed to safeguard the assets of the charity and maintain the integrity of the accounting records. The Governance and Risk committee is delegated responsibility for oversight of the charity's risk framework and advises the board on the likelihood and the impact of principal risks materialising, and the management and mitigation of principal risks to reduce the likelihood of them occurring or their impact.

A risk identification exercise is undertaken on an annual basis following the setting of the strategy. The outcomes of this exercise will inform the establishing of a risk appetite statement and a review of controls to ensure they remain sufficient and appropriate.

Responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and regulations.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with company law, the charity's governing document, the Charities Act 2011 and 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.

Company law requires Trustees to prepare financial statements for each financial year giving a true and fair view of the charitable company's state of affairs at the end of the year and net income or expenditure for the year. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- and prepare the financial statements on a going concern basis unless it is not appropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the charity's financial position and enable them to ensure compliance with the Companies Act 2006. They are also responsible for safeguarding the charity's assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REPORT OF THE BOARD OF TRUSTEES CONT

Small company provisions

This report has been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 17th July 2024 and signed on their behalf by:

Baroness Sandip Verma
Chair

INDEPENDENT EXAMINERS REPORT

I report on the accounts of the charitable company for the year ended 31 December 2023 which are set out on the following pages.

Respective responsibilities of Trustees and Examiner:
The charity's Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report
My examination was conducted in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement
In connection with my examination, no matter has come to my attention:
1. Which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Charities SORP (FRS 102) have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached; or

2. To which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Emma D'Aubyn FCA BPF BSc.
Mutu Accountancy
Newark Works
Foundry Lane
Bath
BA2 3DZ

Date: 19th July 2024

1. STATEMENT OF FINANCIAL ACTIVITIES *(INCLUDING AN INCOME AND EXPENDITURE ACCOUNT)*
FOR THE YEAR ENDED 31 DECEMBER 2023

	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Total Funds 2022
	£	£	£	£
Income from (Note 2):				
Donations and legacies	265,048	122,767	387,815	389,502
Charitable activities	0	155,764	155,764	81,845
Other activities	111,458	0	111,458	195,181
Investment income	305	0	305	0
Total income	**376,811**	**278,531**	**655,342**	**666,528**
Expenditure on (Notes 3 & 4):				
Raising funds	124,871	0	124,871	127,498
Charitable Activities:				
UK work	141,079	17,550	158,629	112,976
Support to UN Women programmes worldwide	230,266	107,064	337,330	376,992
Total expenditure	**496,216**	**124,614**	**620,830**	**617,466**
Net movement in funds	**119,405**	**153,917**	**34,512**	**49,062**
Reconciliation of funds (Note 10):				
Total funds brought forward	216,482	0	216,482	167,420
Total funds carried forward	**97,077**	**153,917**	**250,994**	**216,482**

All income and expenditure derive from continuing activities. The statement of financial activities includes all gains and losses recognised in the year.

2. BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2023

	31 Dec 2023	31 Dec 2022
Fixed assets:		
Tangible fixed assets (Note 7)	-	1,375
Current assets:		
Debtors (Note 8)	112,133	92,437
Cash and bank (Note 9)	408,634	476,541
Liabilities:		
Amounts due within one year (Note 9)	(269,772)	(353,871)
Total current assets	**250,995**	**215,107**
Net Assets	**250,995**	**216,482**
Total funds of the charity (Note 10):		
Restricted	153,917	-
Unrestricted	97,078	216,482
Total charity funds	**250,995**	**216,482**

Baroness Sandip Verma
Chair

2. BALANCE SHEET (CONT)
FOR THE YEAR ENDED 31 DECEMBER 2023

We are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

We acknowledge our responsibilities for:

1. ensuring that the charitable company keeps adequate accounting records which comply with section 386 of the Act, and
2. preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its net income or expenditure for the year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

These financial statements are signed on behalf of UN Women UK on 17th July 2024 by:

Baroness Sandip Verma
Chair

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006.

Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The presentation currency of these financial statements is Pound Sterling (£). All amounts have been rounded to the nearest £1.

Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Fund accounting

All transactions of the organisation are recorded and reported as income into or expenditure from funds, which are designated as 'restricted' or 'unrestricted'. Restricted funds are to be used for specific purposes laid down by the donor. Expenditure which meets these criteria is charged to the fund. All other income is treated as unrestricted.

Income recognition

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government or other grants, whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES continued

For legacies, entitlement is taken as the earlier of the dates on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to a charity, or a charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specialised service is deferred until the criteria for income recognition is met.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities or equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the costs of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs
- Support costs are allocation between governance and support costs.

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES continued

Taxation
The organisation is a company limited by guarantee not having share capital. The company has charitable status and as such is exempt from Corporation Tax as at 31 December 2023.

Tangible Assets
Tangible fixed assets are initially recorded at cost. Items costing less than £500 are not capitalised.
Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Computer equipment	20% straight line

Debtors
Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

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

Creditors and provisions
Creditors and provisions are recognised when the charitable company has a present obligation resulting from a past event that will probably result in the transfer in funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at the settlement amount due.

Pensions
The charitable company contributes to employees' individual pension plans. The amount charged in the Statement of Financial Activities represents the contributions to the schemes in respect of the accounting period.

2. INCOME

	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Total Funds 2022
	£	£	£	£
Donations and legacies:				
Individual donations	51,606	-	51,606	37,849
Digital giving	19,709	-	19,709	55,407
Corporate membership donations	-	122,767	122,767	179,700
Private sector donations	155,333	-	155,333	96,149
Trust and Foundation income	-	-	-	19,398
Donated services	38,400	-	38,400	1,000
Sub total	**265,048**	**122,767**	**387,815**	**389,503**
Charitable activities: Events	-			
Grants	-	155,764	155,764	81,845
Total	-	**155,764**	**155,764**	**81,845**
Other trading activities:				
Fundraising events	111,458	-	111,458	69,184
Campaigns	-	-	-	125,997
Sub total	**111,458**	-	**111,458**	**195,181**
Investment income:				
Bank interest received	350	-	305	-
Sub total	**350**	**-**	**305**	-

3. EXPENDITURE ON RAISING FUNDS

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
Expediture on raising funds:	**£**	**£**	**£**	**£**
Salaries	82,096	-	82,096	73,650
Event Costs	42,775	-	42,775	12,167
Campaign Costs	-	-	-	41,681
Total	**124,871**	-	**124,871**	**127,498**

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	UK Work	Support UN Women Programmes Worldwide	Total 2023	Total 2022
Expenditure on charitable activities:	**£**	**£**	**£**	**£**
Salaries	81,652	45,094	126,746	63,506
Event costs	**-**	8,864	8,864	-
Campaign costs	13,005	-	13,005	-
Remittance to HQ	-	270,776	270,776	376,992
Support and governance costs	25,572	12,595	38,167	48,471
Donated services	38,400	-	38,400	1,000
Total	**124,871**	**337,329**	**124,871**	**127,498**

5. TRUSTEE REMUNERATION AND BENEFITS

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

Trustees' expenses

There were £1,512 trustees' expenses paid to three trustees for the year ended 31 December 2023 and £225 paid to one trustee for the year ended 31 December 2022.

6. STAFF COSTS

	2023	2022
	£	£
Salaries and wages	110,094	101,542
Social security costs	10,195	12,607
Pension costs	2,052	1,871
Contractors	86,502	14,478
Total	**208,843**	**158,146**

During the current and previous years, there was 1 (2022: 1) employee whose employee benefits (excluding employer pension costs) exceeded £60,000.

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

	2023	2022
Total staff	2	2

7. TANGIBLE FIXED ASSETS

	Computer Equipment	Total
	£	£
COST		
As at 1 January 2023	6,000	6,000
Disposals	(6,000)	(6,000)
At 31 December 2023	-	-
DEPRECIATION		
As at 1 January 2023	**4,625**	**4,625**
Eliminated on disposal	**(4,625)**	**(4,625)**
At 31 December 2023	-	-
NET BOOK VALUE		
At 31 December 2023	-	-
At 31 December 2022	**1,375**	**1,375**

8. DEBTORS

	2023	2022
	£	£
Accounts Receivable	94,809	73,414
Prepayments and accrued income	17,324	19,023
Total	**112,133**	**92,437**

9. CREDITORS

	2023	2022
	£	£
Aged Payables	21,390	1,070
Accruals	18,127	112,057
Amounts owed to HQ	230,255	240,744
Total	**269,772**	**353,871**

10. MOVEMENT IN FUNDS

	As at 01 Jan 2023	Incoming Resources	Outgoing Resources	Transfers	As at 31 Dec 2023
	£	£	£	£	£
Restricted Funds:					
Innovate	-	5,000	(5,000)	-	-
Dr Martens Foundation	-	10,000	(10,000)	-	-
Unstereotype Alliance	-	122,767	(109,614)	-	13,153
UN Women HQ Investment	-	140,764	-	-	140,764
Total restricted funds	-	**278,531**	**(124,614)**	-	**153,917**
Total unrestricted funds	216,482	376,811	(496,215)	-	97,078
Total	**216,482**	**655,342**	**(620,829)**	**-**	**250,995**

10. MOVEMENT IN FUNDS (COMPARATIVE YEAR)

	As at 01 Jan 2022	Incoming Resources	Outgoing Resources	Transfers	As at 31 Dec 2022
	£	£	£	£	£
Restricted Funds:					
Innovate	-	45,000	(45,000)	-	-
The Big Give	-	30,145	(30,145)	-	-
Comic Relief	-	6,700	(6,700)	-	-
Unstereotype Alliance	-	179,200	(179,200)	-	-
Total restricted funds	-	**261,045**	**(261,045)**	-	-
Total unrestricted funds	167,420	405,483	(356,421)	-	216,482
Total	**167,420**	**666,528**	**(617,466)**	**-**	**216,482**

11. RELATED PARTY TRANSACTIONS

During the year, the following related party transactions occurred:

Zehra Chattoo (trustee) paid for sponsorship of Awards via employer amounting to £5,000.
Robert Baker (trustee) made a donation to the Women's Emergency Fund via Briefing Club amounting to £1,000 and made a donation for tickets for our Awards event amounting to £1,000.

We remitted £270,776 to UN Women HQ inline with our agreement to support UN Women's global work.
We received £140,764 in December 2023 to support increasing our fundraising work in 2024.

There were no related party transactions during 31 December 2022.

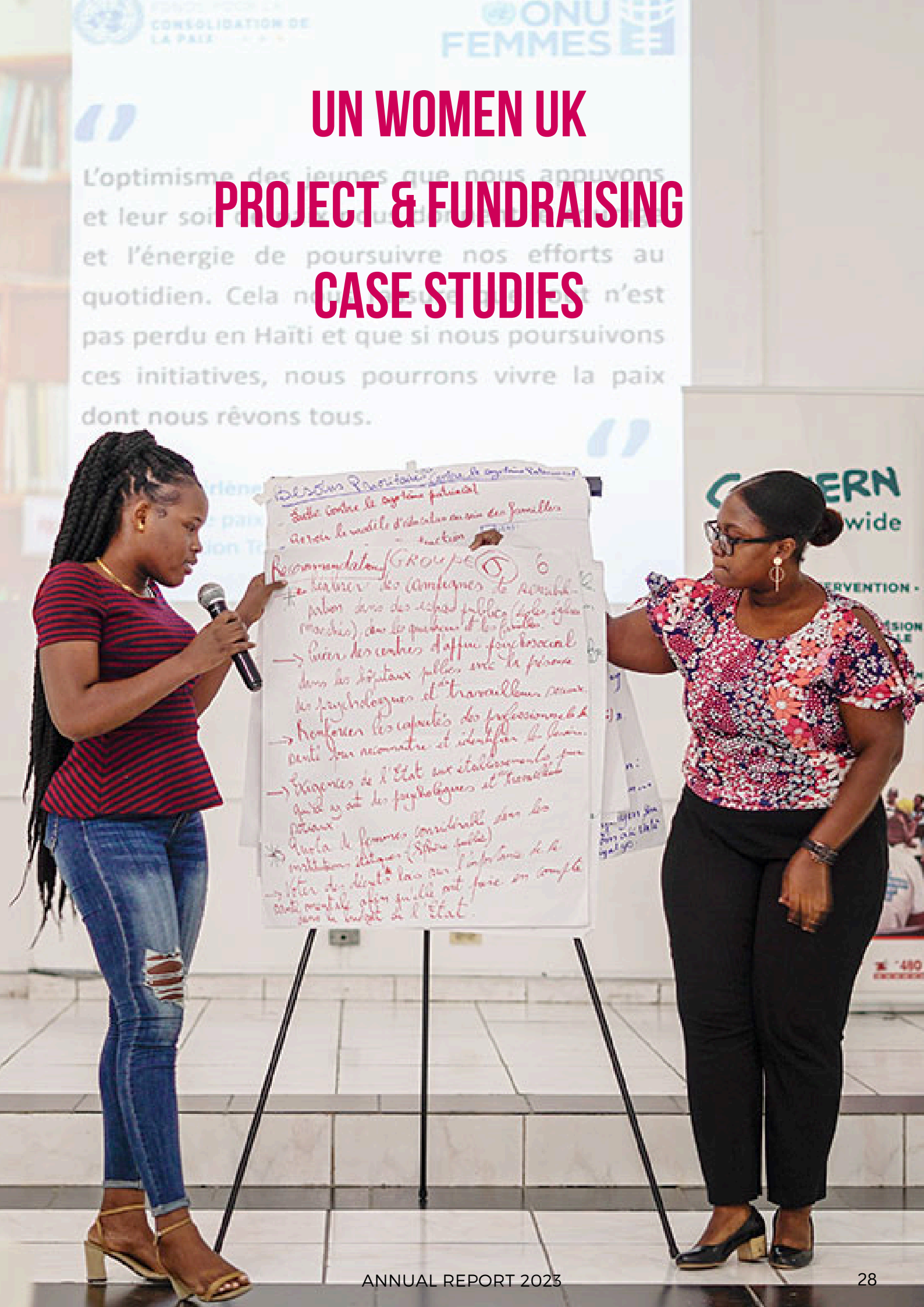
12. INDEPENDENT EXAMINER'S FEES.

	2023	2022
	£	£
Independent Examiners Fee	420	1,000
Accountancy fees paid to Independent Examiner for other services	300	-
Total	**720**	**1,000**

13. PRIOR YEAR ADJUSTMENT

	Prior Year 2022	Restated 2022	Adjustment
	£	£	£
Unrestricted Funds	107,149	216,482	109,333
Restricted Funds	109,333	-	(109,333)
Total Funds	**216,482**	**216,482**	**-**

UN WOMEN UK
PROJECT & FUNDRAISING
CASE STUDIES



GAZA

We unequivocally condemn all acts of sexual and gender-based violence wherever, whenever, and against whomever they are perpetrated. We continue to call for accountability for all those affected by the 7 October attacks by Hamas and the release of all hostages

The war on Gaza has become one of the world's most brutal man-made humanitarian crises. The war has directly impacted more than 2.2 million people, resulting in an unprecedented number of civilians killed, alongside overwhelming displacement. Since 7 October 2023, more than 36,000 Palestinians have been killed by Israeli forces in Gaza, including at least 10,000 women, and an estimated 82,000 people have been injured.

UN Women have worked with women led organisation on the ground to provide clothing, hygiene kits and to share the urgent need for funding and aid to reach these organisations as well as the scale of the impact the conflict is having on women and girls via regular gender alerts.

> *But let me be clear: every act of violence against women and girls, including sexual violence, is unequivocally condemned, irrespective of the nationality, identity, race, or religion of the victims.*
>
> *We echo all calls for the unconditional release of all hostages; the protection of all civilians; a humanitarian ceasefire; and immediate, unrestricted, and sustained humanitarian aid for civilians in Gaza.*
>
> *We add to this, accountability for all violations of international humanitarian law and international human rights law, and a return to negotiations for a lasting and just peace for both the Palestinian and Israeli peoples. That return is best served by creating space and heeding the voices of women.*
>
> Sima Bahous, Executive Director of UN Women

AFGHANISTAN

2023 marked two years of Taliban takeover. First came the curbs on girls' education and women's right to work, then the enforcement of strict dress codes and impositions on women's freedom of movement and access to public life.

Through over 50 edicts, orders and restrictions, the Taliban have systematically imposed a set of meticulously constructed policies of inequality that impact every part of a woman's life, from where she can grow to how she can dress.

UN Women's Executive Director Sima Bahous visited Afghanistan at the start of 2023 to appraise the situation, engage de facto authorities and underscore UN solidarity with the Afghan people.

> *My message was very clear: while we recognise the important exemptions made, these restrictions present Afghan women and girls with a future that confines them in their own homes, violating their rights and depriving the communities of their services*
>
> Deputy Secretary-General, Amina J Mohammed

Together with its partners, the UN is helping over 25 million Afghans who depend on humanitarian aid to survive. We remain committed to staying and delivering in the region.

UN WOMEN UK AWARDS 2023

Our 2023 Awards were hosted by the wonderful Gaby Roslin. We came together to recognise the individuals and organisations that are bringing gender equality closer in the UK and, crucially, raise funds for the Women's Emergency Fund, a lifeline for women facing urgent crises.

We enjoyed empowering entertainment from the worlds of music, spoken word, and more. We heard inspiring stories from our work on the ground at UN Women. It was a space to bring our community together to reflect, network, and be inspired. We enjoyed delicious food and drink at a unique venue.

We had over 400 nominations and celebrated a shortlist of 40 people for 6 awards.
160 guests celebrated our 6 award winners in the following categories:

Safe Spaces Now award: for the individual or organisation who has worked to end sexual harassment in public spaces

HeForShe award: for the individual or organisation who has moved beyond words and is truly committed to sharing power in the workplace

Unstereotype Alliance award: for the individual or organisation who has truly moved the dial on understanding and breaking down stereotypes in advertising and media

Outstanding grassroots campaigner: who has made incredible contributions to gender equality and the rights of women, girls and marginalised people

Outstanding individual or organisation: who has/have made incredible contributions to gender equality and the rights of women, girls and marginalised people

Outstanding community champion: a member of the UN Women UK Community who has made incredible contributions to gender equality and the rights of women, girls and marginalised people.

COMMISION ON THE STATUS OF WOMEN 67

We launched our UN Women UK online participation in the Commission on the Status of Women (CSW) back in 2021. We wanted to open up CSW for as many to take part in as possible, for experienced campaigners and those early in their journey to create change. Thousands applied and showed their support, meeting together, learning and sharing.

But what happens after CSW is over? There was an appetite for long-term action, and we wanted to make it happen. The CSW Working Groups, an idea that came out of our 2023 CSW Hackathon event.

The theme for CSW67 was about innovation and technological change in the digital age and how we can use this for achieving gender equality and the empowerment of all women and girls.

Part of the CSW67 Working Group: Voice

These three Working Groups are focused on developing three core solutions around an area relating to that year's priority theme:

- **Safety**: this group is building a digital tool to report online abuse, collect data on incidents and hold a mirror up to tech companies to encourage action
- **Choice:** the Choice group is creating a data literacy campaign to empower women to understand how their data is used
- **Voice**: the Voice group is conducting research on the accessibility of technology for women in rural areas, where marginalised groups are going unheard, with the aim of driving solutions to meet the problem

OUR BOARD

BARONESS SANDIP VERMA CHAIR

CAROL ROASATI OBE VICE CHAIR (RETIRED SEPT23)

MICHAELA GREENE VICE CHAIR

EMMA HOUGHTON TREASURER

SHIRLEY COOPER OBE TREASURER (RETIRED SEPT23)

STEVEN EDWARDS

ANN MCKECHIN (RETIRED MARCH 23)

KAT WORTH COMPANY SECRETARY

JANE BURKITT

ZEHRA CHATOO

KIM ROWELL

ROBERT BAKER

UN WOMEN NATIONAL COMMITTEE UK

England & Wales - Charity number 1162741

Accounts

ANNUAL REPORT 2022

UN WOMEN
UNITED KINGDOM

UN WOMEN NATIONAL COMMITTEE UK
COMPANY NUMBER: 09233969
REGISTERED CHARITY NUMBER: 1162741

REPORT AND UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

Reference and administrative details
For the year ended 31 December 2022

Charity name	UN Women National Committee UK
Other name used.	UN Women UK
Company number	09233969
Charity number	1162741
Registered office &. principal address	5th Floor, Suite 23, 63-66 Hatton Garden, London, EC1N 8LE

The trustees (who are also directors under company law) who each held office throughout the year until the date of this report, unless disclosed otherwise, were:

Trustees:	Baroness Sandip Verma (Chair) Carol Rosati (Vice Chair) Shirley Cooper (Treasurer) Kathryn Worth (Company Secretary) Steven Edwards Michaela Greene Ann McKechin Katherine Sladden
Independent Reviewer	Ardeshir Laloui

A YEAR IN REVIEW

2022 marked a year of compounding crises for the safety, choice and voice of women and girls worldwide. The world worked to rebuild from the COVID pandemic's impact on economies, gender stereotypes, and the hundreds of billions of hours of additional unpaid work per year – the vast majority of which were shouldered by women. A cost-of-living crisis pushed more single mother-headed households into poverty and saw more women lose their livelihoods, being overrepresented in insecure and zero-hours contracts.

At the mid-point towards the Sustainable Development Goals (SDGs) deadline of 2030, the climate crisis continued to affect millions of people's homes, land, income and health, as floods hit Pakistan and droughts reached record highs, with the most marginalised, as always, being most severely impacted.

The full-scale Russian invasion of Ukraine led to mass migration in Europe of mostly women and children, many of whom desperately needed support, counselling and resources to overcome what they had experienced. In the USA, the overturning of Roe vs Wade represented a landmark pushback against hard-won rights for women. Against this background, UN Women's own research found that without a step-change in investment, we are now 300 years away from achieving gender equality.

Yet it was also a year for enormous hope. You, our community, joined hands and raised a record-breaking sum for frontline support in Ukraine, allowing our local office to not only provide urgently needed supplies but also engage women as leaders in rebuilding. We were asked to share our Safe Spaces Now model with partners as wide-ranging as a host of music festivals across the UK, where our incredible volunteers led conversations about consent and safety with young people, to transport leaders and corporate partners in major cities across the UK.

We hosted our Unstereotype Alliance partners at Cannes Lions Festival of Creativity, bringing findings on where the creative sectors must step up to better serve Black and minoritised women. And our community continued to grow, with new opportunities for engagement and to make a difference.

To close the year, we came together at our first in-person UN Women UK Awards since 2019 – a unique audience combining business executives with celebrities and inspiring grassroots activists, and a beautiful opportunity to celebrate what you have helped us achieve this year.

A YEAR IN REVIEW CON'T

Our global Executive Director, Sima Sami Bahous, reached a year in her new role, and with her has brought a vision of a shift to the field, an increased focus on humanitarian work to tackle the many gendered crises coming our way, and diversifying our income streams worldwide to remain resilient and agile to be able to reach more women, girls and marginalised people in a crisis.

We presented directly to Sima and her senior team on the successes of National Committees, including Safe Spaces Now as a best practice case study, and our collective need for financial support to keep delivering more. This included working on the new global Private Sector Strategy, helping to make the next era of UN Women one in which we do not try to emulate older, larger entities, but achieve our goal of global gender equality in an innovative, networked and collaborative way.

With your support, we were able to change the way the world works for more women and girls around the world, and the UK, than ever before. Once again, we grew our income by more than 50% against the previous year and our budget, and we continued to impact international programmes, national policy, local on-the-ground initiatives and, critically, the day-to-day behaviours that will be the doorway to a more equal world.

My heartfelt thanks for your ongoing participation, energy and action to make gender equality a reality – for a better world, for all. It is a pleasure to work with you every day to make visible change happen, and thank you for choosing UN Women UK as a path to enable your plans and your passion to change the world. Things may not be getting easier out there for women, girls and marginalised people – but we are getting stronger.

After serving with dedication and commitment for over 6 years, we bid goodbye to Claire Barnett. We are grateful for Claire's contributions to UN Women UK and her unwavering support for our mission of gender equality and empowerment. During Claire's tenure, UN Women UK has witnessed growth and impact, her efforts have enabled us to advance women's rights, champion gender equality, and drive transformative change in society. We are excited to continue this work, what the future holds and the impact we can create together.

Tabitha Morton
Executive Director (Interim)
UN Women UK

TRUSTEES REPORT

The Trustees are pleased to present their report and the unaudited financial statements of the charitable company for the year ended 31 December 2022.

1. Objectives and activities
The trustees ensure the activities of the organisation have regard to the Charity Commission's guidance on public benefit.

1.1 The purposes of the charity
UN Women National Committee UK has clear charitable aims for the public benefit which focus on gender equality.

Our charitable objectives are:

- the relief of poverty among women and their families particularly by the introduction of improved technology, training and credit;
- the advancement of education and training of women and girls particularly in the use and development of natural resources in a sustainable manner;
- and the promotion of women's and girls' human rights and eliminating all forms of discrimination against women.

These objectives are in any part of the world, but with particular reference to developing countries. UN Women National Committee UK is the voice of UN Women in the UK; our relationship with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is set out in a Recognition Agreement and related variation letter, both of which became effective in December 2015 and were updated on 31 May 2019. The Recognition Agreement and accompanying financial and KPI reporting documents were updated as part of a detailed 2-year reporting cycle in 2022.

Our work centres on advocacy, awareness and activation (fundraising) for projects delivered through UN Women worldwide, as well as advocacy work to reach UN Women's goals in the UK.

TRUSTEES REPORT CON'T

1.2 The main activities undertaken in relation to and to further those purposes for the public benefit

In 2022 UN Women National Committee UK continued to pursue its goals by focussing on three areas of work:

Mobilising resources from the UK to support the execution of UN Women's work worldwide. The UK is a critical supporter of UN Women's work worldwide, and the National Committee is the main steward of that support. With long-term sustainability in mind, this focused on public fundraising campaigns and building up our monthly donor base. This also included a number of tactical and valuable partnerships with corporates, major donors, and government.

Ensuring the impact of UN Women's work is realised and felt on the ground in the UK, through advocacy and the support of global programmes at home. This includes the flagship Safe Spaces Now project. We develop public campaigns such as this and the Unstereotype Alliance to enhance awareness among a variety of stakeholder groups, gain tangible commitments and achieve critical change in the UK; and secure social media coverage in order to reach diverse audiences in the UK. We hold public events to expand the understanding of gender issues and work undertaken by UN Women around the world, and engage in advocacy activity with UK Government departments to encourage further support for UN Women.

Professionalising, achieving the infrastructure and governance of a sustainable mid-sized charity, and continuing to mature to support our vision of growth and impact. This includes continuous review and strengthening of policies and procedures, as well as ensuring sufficient resources to support our operational activities.

TRUSTEES REPORT CON'T

2. Financial review

2.1 Review of the charity's financial position at the end of the reporting period

Income for the year was £666,528, with continued support from our donors and additional grant support during the pandemic, and expenditure for the year was £617,466.

The major part of our costs is the donation to UN Women of £376,992. Followed by operating costs of £240,474, this was used to cover the cost of employees and contractors who allowed us to deliver the activities outlined above in fundraising, advocacy and awareness-raising. Of these operating costs £20,000 are reserved for payment of an overseas tax bill linked to a previous employee.

We continued to invest in people to help build organisational capacity and local initiatives and campaigns that will increase awareness of, and support for, UN Women and our work. This investment, in turn, is expected to deliver higher levels of income in the medium to long term, and will allow us to donate a higher percentage of funds to UN Women programmes in future years.

2.2 Reserves policy

In the Trustees' view, reserves should be maintained at a level of at least three months' cover of expenditure and in practice we work to maintain between three and six months cover at all times. The amount of our reserves at the end of the reporting period was £216,482. It is our aim to increase the reach and impact of our organisation. The current reserves are held to support the charity's ability to grow and continue as a going concern and therefore enable us to continue to meet the charitable objectives for the foreseeable future and deliver the significant growth planned over the next few years. UN Women National Committee UK is a charitable company limited by guarantee, governed by its Articles of Association, registered in England & Wales.

TRUSTEES REPORT CON'T

3.1 Trustee Workshop

The board of Trustees held a workshop on 09 February 2022 which was attended by the full board. This was a great opportunity to be together after nearly two years of virtual meetings. The session focused on the key components of the Charity, including a refresher on the statutory and regulatory obligations of a Trustee, our mission and aims and provided an opportunity for Trustees to share details of their specific area of expertise and how this could be utilised to support the charity. This workshop was in addition to the boards annual strategy session.

3.2 Board and Committees

The board of Trustees provided strategic leadership to the charity in line with UN Women National Committee UK's aims and objectives. During the year five formal board meetings were scheduled, with additional meetings held as necessary. In addition to board meetings, a strategy session took place to review and reconfirm the charity's strategic objectives.

The Chair of the board is supported by a Vice Chair. The board of Trustees is supported by the Governance & Risk Committee and People & Nominations Committee with regular committee meetings scheduled throughout the year. Terms of reference for each committee are reviewed annually and reconfirmed by the Board. This year, it was agreed that the Nominations Committee would be renamed 'People & Nominations' to reflect the broader remit of the committee which now encompasses operational oversight of the charity's workforce.

The Charity is compliant with its chosen governance code, 'Charity Governance for Small Charites' and this is monitored through the Governance and Risk Committee.

TRUSTEES REPORT CON'T

3.3 Structure, Governance and Management

The role of each committee and membership during the financial year is set out below.

Committee: Governance & Risk
Role of the committee: To assist the Board in fulfilling its oversight responsibilities relating to risk, governance and finance matters.
Members:
Ann McKechin (Chair - retired March 2023), Katie Henry (Independent), Shirley Cooper, Kat Worth, Kat Sladden

The focus of the committee during 2022 to was to review the Charity's risk management framework, to ensure that the risks identified as part of the Board workshop were fully understood and mitigated were possible.

Committee: People & Nominations
Role of the committee: To lead and provide oversight of organisation and development, including staff and Board development and recruitment.
Members: Carol Rosati (Chair), Shirley Cooper, Steve Edwards, Sandy Verma (ex-officio), Kat Worth, Michaela Greene

The focus of the committee during 2022 has been recruitment. A thorough skills audit was undertaken, which also took into account the need to succession plan for key roles. This led to a very positive recruitment drive for the Treasurer and chairs of the committees and we look forward to welcoming new Trustees during 2023. A key focus for the committee during the year was to support the Executive Director in recruiting into the newly formed position of Chief Operating Officer. We welcomed Tabitha Morton into the role in 2022 and Tabitha has been instrumental in developing the charity's operational structure, and strengthening the internal control and assurance framework.

TRUSTEES REPORT CON'T

3.5 Management

Day to day management of the Charity is through the Executive Director who is support by a small team made up of contractors and volunteers. The charity recruited a Chief Operating Officer during the year to strengthen the team. The Executive Team consisted of the Executive Director, Chief Operating Officer, Chair and Vice Chair, Treasurer and Company Secretary. Regular, informal meetings are held in addition to the formal round of meetings.

3.6 Risk Management

The Trustees are responsible for ensuring that the charity has an appropriate system of financial and other controls, designed to safeguard the assets of the charity and maintain the integrity of the accounting records. The Governance and Risk committee is delegated responsibility for oversight of the charity's risk framework and advises the board on the likelihood and the impact of principal risks materialising, and the management and mitigation of principal risks to reduce the likelihood of them occurring or their impact.

During the year the Governance and Risk Committee undertook a risk identification workshop from which 18 strategic risks to the charity were identified. Following this workshop each member of the committee individually assessed the likelihood and severity of these risks. These individual assessments were then averaged to produce a final assessment. The outcomes of both the risk identification and assessment process were communicated to the Board.

Going forward this exercise will be undertaken on an annual basis following the setting of the strategy. The outcomes of this exercise will inform the establishing of a risk appetite statement and a review of controls to ensure they remain sufficient and appropriate.

3.7 Recruitment

Trustees are elected by company members at the Annual General Meeting (AGM), with an induction into the organisation by various members of the Board of Trustees, including the Chair. The Nominations Committee identifies attributes and skills required on the Board and makes recommendations for Trustee appointments following an open recruitment process aimed at recruiting a diverse board to reflect our work, stakeholders and beneficiaries.

Trustees typically serve up to two three-year terms of office, with a final two-year term as an exception. One-year or shorter Trustee appointments or co-option of Trustees by the board in between AGMs are also made when particular skills or expertise are needed and/or the timing of vacancies are not conducive to the timing of the AGM.

The board of Trustees is committed to equality, diversity and inclusion and recognises that a board is more effective when it reflects different perspectives, experience and skills. In line with the charity's governance code the board will continue to develop its approach to supporting diversity and inclusion through the charity and through its own practices. The year end review in 2022 reconfirmed our commitment in this area and will be a focus for the charity in the coming year.

TRUSTEES REPORT CON'T

4. Responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and regulations.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with company law, the charity's governing document, the Charities Act 2011 and 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.

Company law requires Trustees to prepare financial statements for each financial year giving a true and fair view of the charitable company's state of affairs at the end of the year and net income or expenditure for the year. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on a going concern basis unless it is not appropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the charity's financial position and enable them to ensure compliance with the Companies Act 2006. They are also responsible for safeguarding the charity's assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

5. Independent Examiner

Ardeshir Laloui was re-elected as the charity's Independent Examiner at the 2022 AGM.

6. Small company provisions

This report has been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on August 2022 and signed on their behalf by:

Baroness Sandip Verma
Chair

INDEPENDENT EXAMINERS REPORT

I report on the accounts of the charitable company for the year ended 31 December 2022 which are set out on pages 14 to 26.

Respective responsibilities of Trustees and Examiner:
The charity's Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report:
My examination was conducted in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

In connection with my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Charities SORP (FRS 102) have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached; or

2. To which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Ardeshir Laloui FAIA
20, Roe Green Close
Hatfield, Hertfordshire
AL10 9PE

1. STATEMENT OF FINANCIAL ACTIVITIES *(INCLUDING AN INCOME AND EXPENDITURE ACCOUNT)*
FOR THE YEAR ENDED 31 DECEMBER 2022

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
Income from (Note 3):				
Donations and legacies	209,302	179,200	388,502	189,572
Charitable activities	0	81,845	81,845	95,300
Other activities and events	70,184	124,997	195,181	190,329
Other revenue	1,000	0	1,000	1,269
Total income	**280,486**	**386,042**	**666,528**	**476,470**
Expenditure on (Note 4):				
Raising funds	(127,498)	0	(127,498)	(121,994)
Charitable Activities:				
UK work	(81,565)	0	(81,565)	(40,752)
Support to UN Women programmes worldwide	(72,795)	(304,197)	(376,992)	(231,332)
Administration, overheads and Other Expenditure	(31,411)		(31,411)	(131,579)
Total expenditure	**(313,269)**	**(304,197)**	**(617,466)**	**(525,657)**
Net (expenditure)/income for the year	**(32,783)**	**81,845**	**49,062**	**(49,187)**
Transfers between funds (Note 5)	-	-	-	-
Net movement in funds	**(32,783)**	**81,845**	**49,062**	**(49,187)**
Reconciliation of funds:				
Total funds brought forward	139,931	27,489	167,420	216,607
Total funds carried forward	**107,149**	**109,333**	**216,482**	**167,420**

2. BALANCE SHEET
AS AT 31 DECEMBER 2022

	31 Dec 2022	**31 Dec 2021**
Fixed assets:		
Tangible fixed assets (Note 7)	1,375	1,500
Current assets:		
Accounts receivable (Note 8)	73,414	136,753
Cash and bank (Note 9)	476,541	417,912
Accrued Income	17,046	-
Prepayments (Note 10)	1,977	740
Liabilities:		
Accounts Payable (Note 11)	(1,070)	(508)
Income in advance (Note 12)	-	(73,500)
Accruals (Note 13)	(112,057)	(135,845)
Amount due to UNW NY	(240,744)	(179,632)
Total net assets	**216,482**	**167,420**
Total funds of the charity (Note 5):		
Restricted	107,149	90,300
Unrestricted	109,333	77,120
Total charity funds	**216,482**	**167,420**

TRUSTEES NOTE

The trustees are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The Trustees acknowledge their responsibilities for:

1. ensuring that the charitable company keeps adequate accounting records which comply with section 386 of the Act, and
2. preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its net income or expenditure for the year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Board of Trustees and authorised for issue in August 2022, and are signed on their behalf by:

Baroness Sandip Verma
Chair

NOTES TO THE FINANCIAL STATEMENTS

Accounting policies
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006.

Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The presentation currency of these financial statements is Pound Sterling (£). All amounts have been rounded to the nearest £1.

Change to the accounting policies
There have been no changes to accounting policies during the year.

Fund accounting
All transactions of the organisation are recorded and reported as income into or expenditure from funds, which are designated as 'restricted' or 'unrestricted'. Restricted funds are to be used for specific purposes laid down by the donor. Expenditure which meets these criteria is charged to the fund. All other income is treated as unrestricted.

Income recognition
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government or other grants, whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

NOTES TO THE FINANCIAL STATEMENTS

For legacies, entitlement is taken as the earlier of the dates on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate.

Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to a charity, or a charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specialised service is deferred until the criteria for income recognition is met.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities or equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the costs of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents items not falling into any other headings.

Taxation

The organisation is a company limited by guarantee not having share capital. The company has charitable status and as such is exempt from Corporation Tax as at 31 December 2022.

NOTES TO THE FINANCIAL STATEMENTS

Related Party Transactions

None of the trustees have been paid any remuneration or received any other benefits from an employment with the charity or a related entity as at 31 December 2022.

Board Costs

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with the constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Fixed assets and depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its expected useful life. Items costing less than £500 are not capitalised.

UN WOMEN NATIONAL COMMITTEE UK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

3. INCOME ANALYSIS 31 DECEMBER 2022

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
Donations and legacies:				
Individual donations	37,849	-	37,849	24,116
Digital giving	55,407	-	55,407	22,089
Corporate membership donations	96,149	-	96,149	49,268
Private sector donations	500	179,200	179,700	94,100
Trust and Foundation income	19,398		19,398	-
Sub total	**209,302**	**179,200**	**388,502**	**189,572**
Charitable activities:Events	-	-	-	-
Grants	-	81,845	81,845	95,300
Unique contract	-	-	-	-
Sub total	-	81,845	81,845	95,300
Other fundraising activities:				
Events	69,184	-	69,184	183,582
Campaigns	1,000	124,997	125,997	6,747
Sub total	**70,184**	**124,997**	**195,181**	**190,329**
Other revenue:				
Other revenue	-	-	-	269
Donated services (Note 13)	1,000	-	1,000	1,000
Sub total	**1,000**	**-**	**1,000**	**1,269**
Total Income	**280,486**	**386,042**	**666,528**	**476,470**

UN WOMEN NATIONAL COMMITTEE UK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

4. EXPENDITURE ANALYSIS 31 DECEMBER 2022

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
Salaries (incl contractors)	73,650	-	73,650	68,058
Event Costs	12,167	-	12,167	49,392
Campaign Costs	41,681	-	41,681	4,544
Expenditure on raising funds	**127,498**		**127,498**	**121,994**
Salaries (incl contractors)	63,506		63,506	29,962
General overheads	18,060		18,060	10,790
Payment to Global programmes	72,795	304,197	376,992	231,332
Expenditure on charitable activities	**154,360**	**304,197**	**458,557**	**272,084**
Salaries (incl contractors)	31,411	-	31,411	128,231
Governance costs	-	-	-	2,348
Donated services	-	-	-	1,000
Expenditure on other	**31,411**	**-**	**31,411**	**131,579**
Total Expenditure	**313,269**	**304,197**	**617,466**	**525,657**

UN WOMEN NATIONAL COMMITTEE UK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

5. MOVEMENT IN FUNDS

	As at 01 Jan 2022	Incoming Resources	Outgoing Resources	Transfers	As at 31 Dec 2022
	£	**£**	**£**	**£**	**£**
Restricted Funds:					
Donations and legacies		81,845	(209,063)	-	-
Charitable activities		388,502	(376,992)	-	-
Other activities		195,181	(31,411)	-	-
Other revenue		-		-	-
Total restricted	**90,300**	**206,842**	**(124,997)**	**-**	**109,333**
Total unrestricted	**77,120**	**459,686**	**(492,469)**	**-**	**107,149**
Total funds	**167,420**	**666,528**	**(617,466)**	**-**	**216,482**

UN WOMEN NATIONAL COMMITTEE UK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

6. STAFF COSTS

	2022	2021
	£	£
Salaries and wages	143,668	216,766
Social security costs	12,607	8,166
Pension costs	1,871	1,319
Total	**158,146**	**226,251**

7. Fixed Assets

	2022	2021
	£	£
Computer Equipment	1,375	1,500
Total	**1,375**	**1,500**

8. Accounts Receivable

	2022	2021
	£	£
Corporate membership donations	73,414	134,800
Private sector promotions	-	1,953
Membership fees	-	-
Total	**73,414***	**136,753***

UN WOMEN NATIONAL COMMITTEE UK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

9. CASH AND BANK

	2022	2021
	£	£
Metro Bank	476,541	417,912
Total	**476,541**	**417,912**

10. Prepayments

	2022	2021
	£	£
Amounts owed to suppliers	1,070	508
Total	**1,070**	**508**

11. Payables

	2022	2021
	£	£
Annual insurance	1,977	740
Total	**1,977**	**740**

UN WOMEN NATIONAL COMMITTEE UK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

12. INCOME IN ADVANCE

	2022	2021
	£	£
Unamortised portion of Corporate membership donations	-*	73,500
Total	**-***	**73,500**

13. Accruals

	2022	2021
	£	£
Accruals	112,057	135,845
Other		-
Total (closing balance)	**112,057**	**135,845**

14. Donated Services

	2022	2021
	£	£
Professional fees – Independent Examiner	1,000	1,000
Total	**1,000**	**1,000**

UN WOMEN NATIONAL COMMITTEE UK
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

15. POST BALANCE SHEET ADJUSTING EVENTS

NO POST BALANCE SHEET ADJUSTING EVENTS TO DISCLOSE AS AT 31 DECEMBER 2022.

16. MATERIAL PRIOR YEAR ADJUSTMENTS

NO MATERIAL PRIOR YEAR ADJUSTMENTS TO REPORT AS AT 31 DECEMBER 2022.

UK PROJECT & FUNDRAISING CASE STUDIES

UKRAINE

7.8 million women and 2 million girls need assistance in Ukraine

Recovery starts before the war is over: finding safety in amongst the conflict.

UN Women has used the funds raised by you to create safe spaces for women and girls. There are now four safe spaces in the regions of Zaporizhzhia and Ivano-Frankivsk. Each space has been designed to meet local needs.

"I think for all [internally-displaced] women it is important to first find a safe place where they can recover emotionally, talk to each other about their problems and fears, and also get some advice when and if they ask for it." shared Oksana, who escaped her Russian-occupied hometown.

The spaces distribute hygiene kits and educational resources, whilst offering a wide range of support services. These include counselling, access to legal advice, local employment information, housing resources, survivor services and childcare.

Here, the women recharge, heal and learn. They can join a yoga class, attend an employment skills workshop or receive mine risk education. This is the polarised world they now live in.

Anna says: "*I have literally found my safe space here. I attended a workshop on writing a resume, and eventually found a job. I have my friends here, as well. So now, I don't feel alone in the city. I feel secure and surrounded by a community of friends.*"

A key part of these safe spaces is giving women the platform to voice their needs. They're able to meet with local decision-makers and service providers, sharing their experiences and concerns whilst learning about opportunities in their new communities

SAFE SPACES NOW

Over 7 in 10 women in the UK experience sexual harassment in a public space.

And 95% of women aren't reporting it because they don't believe it will change anything.

The Safe Spaces Now campaign is a world-first blueprint for an end-to-end safe festival. So far, we've reached over 240,000 festival-goers and trained hundreds of Guardian Angels and festival staff to turn each event into a safe and inclusive space for everyone.

- We support organisers to develop a suite of systems and processes for education and reporting.
- We recruit and train volunteer Guardian Angels in our bespoke workshops, giving them the skills and confidence to create behavioural change.
- We provide specialist training to bar, security and other festival staff.
- We host an on-site activation space to engage festivalgoers and change attitudes.
- Our experienced staff manage the onsite activation, volunteers and relationships with key stakeholders.

But Safe Spaces aren't just for summer festivals. You'll find us working with taxi companies, like Addison Lee through our driver training, on public transport, in organisations and in online spaces all year round.

UNSTEREOTYPE ALLIANCE UK

The UK Chapter is the largest in the world and works tirelessly to remove stereotypes from advertising and media. In 2022, we hosted the Alliance at Cannes Lions (an annual advertising industry event).

Led by UM (Mediabrands), we developed a valuable piece of research delving into how women saw themselves in advertising in relation to their ethnicity and race. This was then used by all members to inform their advertising campaigns.

> *The #ConversationsForChange content series launched May 2022, features brand leaders, inclusion activists and marketing experts sharing their experience, expertise and personal lessons along the journey to unstereotype*

Members: Acast, adam&eveDDB, Advertising Association (AA), AMV BBDO, BBD Perfect Storm, B&Q, Diageo, E.ON UK PLC, Facebook, Fleishman Hillard, Google, GSK, IPG, Kantar, Kellogg's, LinkedIn UK, Lloyds Banking Group, Mars, Mondelēz International, PepsiCo, Sainsbury's, Sky, Tesco PLC, The Co-op, Unilever, Vodafone, WPP

Allies: Advertising Standards Authority (ASA), Business in the Community, CEW UK Ltd, Channel 4, Creative Equals, The Institute of Practitioners in Advertising (IPA), ISBA, Women in Advertising and Communications London (WACL)

OUR BOARD

BARONESS SANDY VERMA
CHAIR

CAROL ROASATI OBE
VICE CHAIR

SHIRLEY COOPER OBE
TREASURER

KAT WORTH
COMPANY SECREATARY

KAT SLADDEN

MICHAELA GREENE

STEVE EDWARDS

ANN MCKECHIN

UN WOMEN NATIONAL COMMITTEE UK

England & Wales - Charity number 1162741

Accounts

UN WOMEN NATIONAL COMMITTEE UK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

COMPANY NUMBER: 09233969

REGISTERED CHARITY NUMBER: 1162741

LEGAL AND ADMINISTRATIVE

For the year ended 31 December 2020

Charity name	UN Women National Committee UK
Other name used	UN Women UK
Company number	09233969
Charity number	1162741
Registered office and principal address	63/66 Hatton Garden, Fifth Floor, Suite 23, London EC1N 8LE
Trustees	The Trustees (who are also directors under company law), who each held office throughout the year until the date of this report, unless disclosed otherwise, were:

Baroness Sandip Verma	(Chair)
Nuala Walsh	(Co-Vice Chair)
Carol Rosati	(Co-Vice Chair)
Shirley Cooper	(Treasurer)
Ann McKechin	
Red Godfrey-Sagoo	
Steven Edwards	(01.01.2020)
Ashton Ramseyer	
Katherine Sladden	(11.02.2020)
Michaela Greene	(04.03.2020)
Kat Worth	(04.03.2020)
Randall Peterson	(retired Nov 2020)

Independent Reviewer	Ardeshir Laloui

TRUSTEES' REPORT
For the year ended 31 December 2020

OBJECTIVES

UN Women National Committee UK has clear charitable aims for the public benefit which focus on gender equality.

Our charitable objectives are:

- the relief of poverty among women and their families particularly by the introduction of improved technology, training and credit;
- the advancement of education and training of women and girls particularly in the use and development of natural resources in a sustainable manner;
- and the promotion of women's and girls' human rights and eliminating all forms of discrimination against women.

These objectives are in any part of the world, but with particular reference to developing countries.

UN Women National Committee UK is the voice of UN Women in the UK; our relationship with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is set out in a Recognition Agreement and related variation letter, both of which became effective in December 2015. The Recognition Agreement and accompanying financial and KPI reporting documents were updated as part of a new more detailed 2-year reporting cycle on 31 May 2019, and extended to a 4-year reporting cycle in 2020.

Our work centers on delivering the goals of UN Women in the UK, as well as contributing strategically and financially to UN Women's worldwide work.

ACTIVITIES

In 2020 UN Women National Committee UK continued to pursue its goals by focusing on three areas of work:

Mobilising resources from the UK to support the execution of UN Women's work worldwide. The UK is a critical supporter of UN Women's work worldwide, and the National Committee is the main steward of that support. With long-term sustainability in mind, this focused on public fundraising campaigns and building up our monthly donor base. This has also included a number of tactical and valuable partnerships with corporates, major donors, and government.

Ensuring the impact of UN Women's work is realised and felt on the ground in the UK, through advocacy and the support of global programmes at home. This includes the flagship Safe Spaces Now project. We develop public campaigns such as this and the Unstereotype Alliance to enhance awareness among a variety of stakeholder groups, gain tangible commitments and achieve critical change in the UK; and secure social media coverage in order to reach diverse audiences in the UK. We hold public events to expand the understanding of gender issues and work undertaken by UN Women around the world, and engage in advocacy activity with UK Government departments to encourage further support for UN Women.

Professionalising, achieving the infrastructure and governance of a sustainable mid-sized charity, and continuing to mature to support our vision of growth and impact. This includes continuous review and strengthening of policies and procedures, as well as ensuring sufficient resources to support our operational activities.

A YEAR IN REVIEW

COVID-19

2020 was one of the most challenging years in living memory for women's rights – with the COVID pandemic exacerbating existing inequalities as well as creating and entrenching additional issues. The United Nations Secretary-General has warned that the pandemic risks setting back achievements in women's rights by a generation. UN Women's global network of offices moved quickly to gather data on how the pandemic uniquely affected women and girls, and rapid responses needed from Governments, the private sector, and local communities.

After a challenging year where the pandemic threatened rapid losses in fundraising income from the corporate sector and individual donors, necessitating a closely-managed continuity plan to be put in place, we were very pleased to finish the year in our strongest ever fundraising position yet, enabling us to reach more women and girls worldwide.

UN Women UK contributed to UN Women's worldwide emergency COVID response efforts in a variety of ways, including raising funds from corporate donors for the global COVID programme (which involved work ranging from rapid diagnostic surveys to providing women with healthcare, food, psychological support and replacement of closed services for violence survivors, cash transfers for those living in extreme poverty that lost their source of income, and combating fake news around the spread of COVID in refugee camps and rural areas), and running an individual donor appeal to support UN Women Lebanon in the aftermath of the Beirut disaster. Our remittance of £165,000 to UN Women Headquarters to support global programmes of more than doubled the previous year's contributions.

Achievements and performance

Safe Spaces Now

Our UK project, created in support of the global UN Women 'Safe Cities and Safe Public Spaces' framework, has gone from strength to strength. In 2020, we spent the first months of the COVID pandemic gathering user insights and prototyping new additions to our website to better support our community to join us in advocating for safer public spaces. We took the opportunity of lockdowns causing many to leave public spaces, as an inflection point to think consciously about how our community would re-imagine public spaces to be safer and more inclusive for women and girls. During the pandemic we grew our 'Movement Makers' group supporting the project to include a number of public services, national and local authorities, non-profit and grassroots community partners, campaigners, and private sector companies including transport providers and nightlife venues.

In the second half of the year, we won our first sizeable grant to support the Safe Spaces Now project, from the National Lottery Emerging Futures Fund. This fund was created to radically reimagine futures to be more socially positive and constructive, and Safe Spaces Now was chosen from an enormous number of applications as a testimony to its ability to transform social norms for the better. Over the final months of 2020 and into 2021, this

allowed us to hold digital workshops with over 700 women and girls, survey over 4,000 more using online surveys, and build a community of people across the country working to make national and local spaces safer.

APPG for UN Women

We launched an All-Party Parliamentary Group to support our work in September 2020, with UN Women UK acting as Secretariat. The group quickly expanded to include many influential politicians from both houses and across political parties.

Their first chosen strategic priority was Safe Spaces Now, where a report was produced with thanks to Advance Pro Bono, looking into the prevalence and nature of sexual harassment in UK public spaces.

Unstereotype Alliance

UN Women UK became the first National Committee of UN Women globally to host a national chapter of the Unstereotype Alliance, a group of the biggest advertisers and marketers committing to eliminating harmful stereotypes from their advertising and brand communications. Three months following launch, the UK Chapter is the largest global chapter, including organisations such as Google, Tesco, WPP, Channel 4 and Sky.

UN Women UK Awards

Our annual awards ceremony took place virtually this year, using innovative software Remo allowing people to join each other at group 'tables' each hosted by a trustee. The awards ceremony was hosted by comedian Sara Pascoe, with keynote from Julia Gillard, slam poetry performance from Tene Edwards and touching musical performance from musician San Soucis.

Honourees, chosen by our independent panel of judges representing influential figures across the gender equality sector, were writer and actor Michaela Coel, former Chief Executive of the Royal College of Nursing Dame Donna Kinnair, and grassroots women's campaigner Kira Charlton.

UN Women UK would like to extend its gratitude to award sponsors Vodafone, Baker McKenzie and Kearney who supported its programmes and made the awards possible.

Other activities

In addition, we ran our art benefit The Art of Empowerment for a third successful year, this time working with artist Lakwena Maciver to produce an original piece celebrating women's solidarity through a challenging year: 'LIFT YOU HIGHER'. The funds raised helped contribute to UN Women's COVID emergency response fund.

During the 16 Days of Activism, we ran the #DrawALine campaign leading with a video of 16 well-known professionals from the violence against women and girls (VAWG) sector. The video asked members of the public to sign their name to a joint statement calling for the elimination of violence against women and girls in all aspects of life.

Hackathons and workshops were held with the University of Bristol, McKinsey & Company, and the global HeForShe team, as UN Women UK will be one of the pilot markets co-

designing the global-local model of 'HeForShe 2.0', the next phase of the global male solidarity campaign currently with over 2 million commitments worldwide.

Internally, at our global Annual Meeting of National Committees, UN Women UK was the only NatCom asked to present a session. The topic was building a community of practice where national and regional offices are able to learn from each others' progress and grow together as a global community. We were also asked to make an official comment in the annual meeting with the UN Women Deputy Executive Director, focussing on presenting the need and rationale for investment in National Committees during rough times to ensure future growth.

Financial review

Income for the year was £482,488, which is a 50% increase on that raised in 2019. The increase is predominantly in events and individual donations.

Expenditure for the year was £405,812. The majority of this expenditure (£147,058) was used to cover the cost of employees and contractors who allowed us to deliver the activities outlined above in fundraising, advocacy and awareness-raising. We continued to invest in people to help build organisational capacity and local initiatives and campaigns that will increase awareness of, and support for, UN Women and our work.

This investment, in turn, should deliver higher levels of income in the medium to long term, and will allow us to donate a higher percentage of funds to UN Women programmes in future years. The donation in 2020 to UN Women, to support global programmes, was £164,469 (an increase of 124% above 2019).

The reserves policy continues to be holding a minimum of three months' cover at all times, and in practice to maintain between three and six months cover. The amount of our reserves at the end of the reporting period was £216,607. It is our aim to increase the reach and impact of our organisation. The current reserves are held to support the charity's ability to grow and continue as a going concern and therefore enable us to continue to meet the charitable objectives for the foreseeable future and deliver the significant growth planned over the next few years. As activities and forecasts stabilise, UN Women UK intends to invest more of its reserves in staffing, especially for fundraising, followed by greater donations to UN Women global programmes.

STRUCTURE, GOVERNANCE AND MANAGEMENT

UN Women National Committee UK is a charitable company limited by guarantee, governed by its Articles of Association, registered in England & Wales.

Governance Review

During the year, a governance review was undertaken to ensure the charity's governance framework remains appropriate as the charity matures. The following key actions were agreed and have been completed.

- The board of Trustees agreed to adopt the Charity Governance Code for small charities ("the Code") as its chosen governance code. The Governance and Risk committee are tasked with reviewing and monitoring compliance with the Code on behalf of the board.

- A link role has been established to strengthen the relationship between the board of Trustees and the Company Members.
- A Code of Conduct has been implemented and agreed by all Trustees.
- A workshop on the 'Role of the Trustee' was held during the year.

The review will now focus on the boards sub-committee structure to ensure the current committees and terms of reference continue to be the most appropriate to support the work of the board.

Board and Committees

The board of Trustees provided strategic leadership to the charity in line with UN Women UK's aims and objectives. During the year five formal board meetings were scheduled, with additional meetings held as necessary to respond to the ongoing pandemic. In addition to board meetings, a strategy session took place to review and reconfirm the charity's strategic objectives. Trustees also took part in a workshop to explore the legal responsibilities of a charity Trustee and company director.

The Chair of the board is supported by two Vice Chairs, each of whom chairs a board sub-committee. The board is supported by the governance & risk Committee and nominations committee with regular committee meetings scheduled throughout the year. In response to the pandemic, the governance and risk committee increased its meetings to monthly, to ensure the risks brought about by the pandemic were being effectively managed by the charity.

The role of each committee and membership during the year is set out below.

Committee	Role of the Committee	Member(s)
Governance & Risk Committee	To assist the Board in fulfilling its oversight responsibilities relating to risk, governance and finance matters.	Nuala Walsh (Chair) Katie Henry (Independent) Shirley Cooper Red Godfrey-Sagoo Ann McKechin Ashton Ramsyer Kat Worth Randal Peterson (retired November 2020)
HR & Nominations Committee	To lead and provide oversight of organisation and development, including staff and Board development and recruitment.	Carol Rosati (Chair) Shirley Cooper Steve Edwards Sandy Verma Kat Worth

Board Effectiveness

A review of board effectiveness was carried out alongside individual reviews this year. This was a positive exercise which looked at how Trustees carry out their role and how the board as a whole can continually improve its effectiveness. A number of suggested areas of improvement have been identified and the HR & nominations committee are developing these ideas into a meaningful action plan.

The board of Trustees is committed to equality, diversity and inclusion and recognises that a board is more effective when it reflects different perspectives, experience and skills. In line with the charity's governance code the board will continue to develop its approach to supporting diversity and inclusion through the charity and through its own practices. The year end review reconfirmed our commitment in this area and will be a focus for the charity in the coming year.

Management

During this challenging year of Business Continuity Planning, the Executive Director was supported by a smaller management team than usual, staffed by part-time contractors, and with the support of a secondee supporting the APPG from UN Women Headquarters and a McKinsey secondee supporting the Unstereotype Alliance launch and preparation of reporting documents for Headquarters. The aim is to return to a more well-resourced staff team in 2021, as the emergence from the pandemic brings greater stability.

Risk Management

The Trustees are responsible for ensuring that the charity has an appropriate system of financial and other controls, designed to safeguard the assets of the charity and maintain the integrity of the accounting records. The governance and risk committee is delegated responsibility for oversight of the charity's risk framework and advises the board on the likelihood and the impact of principal risks materialising, and the management and mitigation of principal risks to reduce the likelihood of them occurring or their impact.

COVID-19 has and will continue to have a significant impact on the charity's work. The board has reviewed the charity's principal and emerging risks in light of the pandemic and has tasked the governance and risk committee with evaluating these risks to determine its risk appetite and identify mitigating strategies where possible.

Method of recruitment

Trustees are elected by company members at the Annual General Meeting (AGM), with an induction into the organisation by various members of the Board of Trustees, including the Chair. The nominations committee identifies attributes and skills required on the Board and makes recommendations for Trustee appointments following an open recruitment process aimed at recruiting a diverse board to reflect our work, stakeholders and beneficiaries.

Trustees typically serve up to two three-year terms of office, with a final two-year term as an exception. One-year or shorter Trustee appointments or co-option of Trustees by the board in between AGMs are also made when particular skills or expertise are needed and/or the timing of vacancies are not conducive to the timing of the AGM.

EVENTS AFTER THE REPORTING PERIOD AND FUTURE PLANS

In 2021, Safe Spaces Now has continued to go from strength to strength as the team has worked to advocate for change with the Home Office, national police forces, private sector companies, and educational institutions. This includes national campaign activations reaching over 1 billion people through the press, and increasing social media followers by 50% year-on-year.

A further grant has been secured for Safe Spaces Now, and a 'tech for good' grant to support UN Women UK's digital activism has been secured through Comic Relief. It has been invited to deliver training based on global expertise to a number of corporate audiences

The National Committee hosted a community of individuals at CSW and the Generation Equality Paris Forum, and has started its preparations for COP26, the UN Climate Conference hosted this year by the UK Government in Glasgow. This will be an opportunity to bring together the private sector, community groups and youth in ensuring women, girls and marginalised groups' voices are heard in international climate negotiations.

In addition to meetings with COP champion Alok Sharma and his team to promote women's empowerment in climate action, advocacy continues both through the APPG and through discussions across Government for a return to previous levels of Overseas Development Assistance support for UN Women. UN Women UK is working hard to support this re-commitment following funding challenges to global UN Women programmes as a result of cuts.

Despite continuing uncertainty for the charity sector as a result of COVID, efforts to mature as an organisation and professionalise continue to be successful. Feedback from UN Women Headquarters continues to be very strong, with the UK being the only National Committee invited to extend its reporting period out to four years from two based on the strength of our performance and business planning. UN Women UK continues to create 'rapid response' campaign assets and frameworks to support other UN Women offices in their work and fundraising.

Statements of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and regulations.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with company law, the charity's governing document, the Charities Act 2011 and 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.

Company law requires Trustees to prepare financial statements for each financial year giving a true and fair view of the charitable company's state of affairs at the end of the year and net income or expenditure for the year. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on a going concern basis unless it is not appropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the charity's financial position and enable them to ensure compliance with the Companies Act 2006. They are also responsible for safeguarding the charity's assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

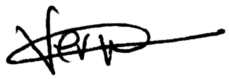
Independent Examiner

Ardeshir Laloui was re-elected as the charity's Independent Examiner at the 2020 AGM and has expressed his willingness to continue in that capacity. He will therefore be put forward for re-election at the 2021 AGM.

Small Company Provisions

This report has been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

Signed on behalf of the Board of Trustees by:



Baroness Sandip Verma
Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES AND MEMBERS OF UN WOMEN NATIONAL COMMITTEE UK

I report on the accounts of the charitable company for the year ended 31 December 2020 which are set out on pages 12 to 24.

Respective responsibilities of Trustees and Examiner

The charity's Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was conducted in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:

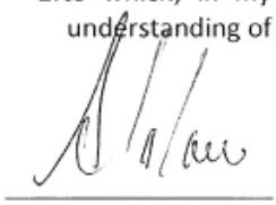
    - to keep accounting records in accordance with section 386 of the Companies Act

2006; and

- to prepare accounts which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Charities SORP (FRS 102)

have not been met; or

2.to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Ardeshir Laloui FAIA
Independent Examiner
20 Roe Green Close
Hatfield
Hertfordshire
AL10 9PE

UN WOMEN NATIONAL COMMITTEE UK
Statement of Financial Activities *(including an income and expenditure account)*
For the year ended 31 December 2020

	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Total Funds 2019
	£	£	£	£
Income from (Note 2):				
Donations and legacies	221,780	-	221,780	175,891
Charitable activities	-	53,274	53,274	40,455
Other activities and events	201,796	4,224	206,020	101,552
Other revenue	1,414	-	1,414	3,095
Total income	**424,990**	**57,498**	**482,488**	**320,993**
Expenditure on (Note 3):				
Raising funds	(130,317)	-	(130,317)	(150,446)
Charitable Activities:				
UK work	(75,122)	-	(75,122)	(39,569)
Support to UN Women programmes worldwide	(160,245)	(4,224)	(164,469)	(73,524)
Administration, overheads and Other Expenditure	(35,904)	-	(35,904)	(63,546)
Total expenditure	**(401,588)**	**(4,224)**	**(405,812)**	**(327,085)**
Net (expenditure)/income for the year	**23,402**	**53,274**	**76,676**	**(6,092)**
Transfers between funds	-	-	-	-

(Note 4)				
Net movement in funds	**23,402**	**53,274**	**76,676**	**(6,092)**
Reconciliation of funds:				
Total funds brought forward	139,931	-	139,931	146,023
Total funds carried forward	163,333	53,274	216,607	139,931

UN WOMEN NATIONAL COMMITTEE UK – company number 9233969
Balance Sheet
As at 31 December 2020

	31 Dec 2020	**31 Dec 2019**
	£	**£**
Fixed assets:		
Tangible fixed assets (Note 6)	4,500	6,000
Current assets:		
Accounts receivable (Note 7)	58,300	14,460
Cash and bank (Note 8)	404,8 50	220,1 03
Accrued Income	-	21,70 0
Prepayments (Note 9)	1,621	359
Liabilities:		
Accounts Payable (Note 10)	(9,029)	(33,621)
Income in advance (Note 11)	(51,550)	(11,667)

Accruals (Note 12)	(57,085)	(2,442)
Amount due to UNW NY	(135,000)	(74,961)
Total net assets	**216,607**	**139,931**
Total funds of the charity (Note 4):		
Restricted	53,274	-
Unrestricted	163,333	139,931
Total charity funds	**216,607**	**139,931**

The Trustees are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The Trustees acknowledge their responsibilities for:

1. ensuring that the charitable company keeps adequate accounting records which comply with section 386 of the Act, and
2. preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its net income or expenditure for the year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

These accounts have been prepared in accordance with the special provisions applicable to small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Board of Trustees and authorised for issue on 09 September 2021, and are signed on their behalf by:

_____

Baroness Sandip Verma
Chair

UN WOMEN NATIONAL COMMITTEE UK
Notes to the financial statements
For the year ended 31 December 2020

1. Accounting policies

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006.

Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The presentation currency of these financial statements is Pound Sterling (£). All amounts have been rounded to the nearest £1.

Change to the accounting policies
There have been no changes to accounting policies during the year.

Fund accounting
All transactions of the organisation are recorded and reported as income into or expenditure from funds, which are designated as 'restricted' or 'unrestricted'. Restricted funds are to be used for specific purposes laid down by the donor. Expenditure which meets these criteria is charged to the fund. All other income is treated as unrestricted.

Income recognition
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government or other grants, whether capital grants or revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the dates on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to a charity, or a charity is aware of the granting of probate, and the criteria for income recognition have not been met, them the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specialised service is deferred until the criteria for income recognition is met.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities or equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the costs of any activities with a fundraising purpose

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other activities undertaken to further the purposes of the charity and their associated support costs

- Other expenditure represents items not falling into any other headings.

Taxation

The organisation is a company limited by guarantee not having share capital. The company has charitable status and as such is exempt from Corporation Tax as at 31 December 2020.

Related Party Transactions
None of the trustees have been paid any remuneration or received any other benefits from an employment with the charity or a related entity as at 31 December 2020.

Board Costs
Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with the constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Fixed assets and depreciation
Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its expected useful life. Items costing less than £500 are not capitalised.

UN WOMEN NATIONAL COMMITTEE UK
Notes to the financial statements (continued)
For the year ended 31 December 2020

2. Income Analysis 31 December 2020

	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Prior Year Funds 2019
	£	£	£	£
Donations and legacies:				
Individual donations	72,961	-	72,961	5,262
Digital giving	37,547	-	37,547	79,710
Corporate membership donations	97,364	-	97,364	50,888
Private sector donations	13,908	-	13,908	39,532
Trust and Foundation income	-	-	-	500
Sub total	**221,780**	**-**	**221,780**	**175,891**
Charitable activities: Events				
Grants	-	53,274	53,274	-
Unique contract	-	-	-	40,455
Sub total	**-**	**53,274**	**53,274**	**40,455**
Other fundraising activities:				
Events	140,638	-	140,638	70,718
Campaigns	61,158	4,224	65,382	30,833
Sub total	**201,796**	**4,224**	**206,020**	**101,552**

Other revenue:				
Other revenue	414	-	414	2,095
Donated services (Note 13)	1,000	-	1,000	1,000
Sub total	**1,414**	**-**	**1,414**	**3,095**
Total Income	**424,990**	**57,498**	**482,488**	**320,993**

UN WOMEN NATIONAL COMMITTEE UK
Notes to the financial statements (continued)
For the year ended 31 December 2020

3. Expenditure Analysis 31 December 2020

	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Total Funds 2019
	£	£	£	£
Salaries (incl contractors)	77,906	-	77,906	96,629
Event Costs	37,085	-	37,085	48,991
Campaign Costs	15,326	-	15,326	4,827
Expenditure on raising funds	**130,317**	**-**	**130,317**	**150,446**
Salaries (incl contractors)	36,448	-	36,448	31,866
General overheads	38,673	-	38,673	7,703
Payment to Global programmes	160,245	4,224	164,469	73,524
Expenditure on charitable activities	**235,367**	**4,224**	**239,591**	**113,093**
Salaries (incl contractors)	32,704	-	32,704	60,046
Governance costs	2,200	-	2,200	2,500
Donated services	1,000	-	1,000	1,000
Expenditure on other	**35,904**	**-**	**35,904**	**63,546**
Total Expenditure	**401,588**	**4,224**	**405,812**	**327,085**

UN WOMEN NATIONAL COMMITTEE UK
Notes to the financial statements (continued)
For the year ended 31 December 2020

4. Movements in funds

	As at 01 Jan 2020	Incoming Resources	Outgoing Resources	Transfers	As at 31 Dec 2020
	£	£	£	£	£
Restricted Funds:					
Donations and legacies	-	-	-	-	-
Charitable activities	-	53,274	-	-	53,274
Other activities	-	4,224	(4,224)	-	-
Other revenue	-	-	-	-	-
Total restricted	-	57,498	(4,224)	-	53,274
Total unrestricted	**139,931**	**424,990**	**(401,588)**	**-**	**163,333**
Total funds	**139,931**	**482,488**	**(405,812)**	**-**	**216,607**

5. Staff costs

	2020	2019
	£	£
Salaries and wages	88,470	101,823
Social security costs	5,154	9,174
Pension costs	1,521	2,568
Total	**95,145**	**113,565**

6. Fixed Assets

	2020	2019
	£	£
Website	4,500	6,000
Total	**4,500**	**6,000**

7. Accounts Receivable

	2020	2019
	£	£
Corporate membership donations	54,400	5,000
Private sector promotions	3,750	9,460
Membership fees	150	-
Total	**58,300**	**14,460**

8. Cash and Bank

	2020	2019
	£	£
Metro Bank	404,850	220,103
Total	**404,850**	**220,103**

9. Prepayments

	2020	2019
	£	£
Annual insurance	1,621	359
Total	**1,621**	**359**

10. Payables

	2020	2019
	£	£
Amounts owed to suppliers	9,029	33,621
Total	**9,029**	**33,621**

11. Income in advance

	2020	2019
	£	£
Unamortised portion of Corporate membership donations	51,550	11,667
Total	**51,550**	**11,667**

12. Accruals

	2020	2019
	£	£
Event, campaign & professional fees accruals	56,830	2,000
Other	255	442
Total	**57,085**	**2,442**

In 2020 our accruals included costs for campaigns (including the Safe Spaces Now project as covered by the National Lottery grant), events and professional fees. The professional services fees include an accrual for PwC specialist tax accounting support, regarding a recent notification of employer taxes potentially owed to the French Authorities, relating to a previous employee of the charity. Any further taxes/costs will be accrued as known and notified during 2021.

13. Donated Services

	2020	2019
	£	£
Professional fees – Independent Examiner	1,000	1,000
Total	**1,000**	**1,000**

13. Post balance sheet adjusting events

No post balance sheet adjusting events to disclose as at 31 December 2020.

14. Material prior year adjustments

No material prior year adjustments to report as at 31 December 2020.