

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
UNITED KINGDOM



FOR ALL
WOMEN
AND GIRLS

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. (Michaela 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.

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 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.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

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 Pro grammes Worl dwide	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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

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



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