

# SPARK 21

England & Wales · Charity number 1167825

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [09832061](#)

**Registered** 2016-06-23

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 44  
Southampton Buildings  
London  
WC2A 1AP

**Phone** 02034176590

**Email** [info@spark21.org](mailto:info@spark21.org)

**Website** <http://www.next100years.org.uk/>

## Activities

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**Objects:** THE OBJECTS OF THE CHARITY ARE FOR THE PUBLIC BENEFIT TO:1. ADVANCE EDUCATION IN THE SUBJECT OF WOMEN IN THE LEGAL AND OTHER PROFESSIONS;2. PROMOTE EQUALITY AND DIVERSITY AND IN PARTICULAR THE ELIMINATION OF DISCRIMINATION ON THE GROUND OF GENDER; AND3. ADVANCE THE ARTS, IN PARTICULAR BUT WITHOUT LIMITATION BY COMMISSIONING, ESTABLISHING MAINTAINING, PUBLISHING AND PERFORMING (AS APPLICABLE) WORKS OF ART.

**Activities:** The objectives of Spark21 are to:advance education in the subject of women in the legal and other professions;promote equality and diversity and in particular the elimination of discrimination on the ground ofgender; andadvance the arts, in particular but without limitation by commissioning, establishing, maintaining,publishing and performing (as applicable) works of art.

## Classification

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- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Sponsors Or Undertakes Research
- **What:** Education/training, Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

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- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-04-05	£67,991	£48,312	-	-
2024-04-05	£71,353	£51,627	-	-
2022-10-31	£28,984	£47,687	-	-
2021-10-31	£41,585	£22,690	-	-
2020-10-31	£82,416	£130,695	-	-

## Trustees

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Name	Role	Appointed
DANA DENIS-SMITH		2016-06-23
Lady Angela Neuberger		2021-08-20

**SPARK 21**

England & Wales - Charity number 1167825

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# Accounts

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Company registration number: 09832061  
Charity registration number: 1167825

**SPARK 21  
TRUSTEES' REPORT AND  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 5 APRIL 2025**

**Spark 21  
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**Spark 21**  
**Company No. 09832061**  
**Trustees' Report For The Year Ended 5 April 2025**

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The trustees present their report and the financial statements for the year ended 5 April 2025.

### **Objectives and Activities**

#### **Aims and Objectives**

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this; and seek to demonstrate this within this report.

All our charitable activities focus on the advancement of education in the subject of women in the legal and other professions, to promote equality and diversity and, in particular, the elimination of discrimination on the ground of gender; and advance the arts, in particular, but without limitation, by commissioning, establishing maintaining, publishing and performing (as applicable) works of art.

Our main activities and our beneficiaries are described below

#### **Significant Activities**

The charity has taken the following activities in the financial year to 5 April 2025:

1. Events: we hosted a series of events, including the annual Inspirational Women in Law Awards 2024.
2. Annual Lecture: continued our series of lectures, the Heilbron Lectures, and we hosted the 4th edition, delivered on the theme of "Home".
3. Report: co-created the Women Who Will report, featuring a Class of 2024 women change-makers in the legal sector, including some of the award winners in the Inspirational Women in Law awards.
4. Report: we collaborated with RPC LLP as well as charity Law Care to research and publish a report into carers in the legal sector, which was launched publicly in June 2024.
5. Report: we collaborated with law firm Linklaters LLP and non-profit organization "She Breaks The Law" to conduct research into the impact of artificial intelligence on women in law; the report was launched in December 2024.
6. Research: we conducted a research study for a law firm to help them understand the lack of women in leadership in one of their key practice groups.
7. Newsletter: we continued to publish our monthly "Women in Law Who" newsletter. This spotlight female trailblazers in the law who are "shaping our present", "made our history", and "will change our future" with a subscription list of over 3,000.
8. We partnered with the Judicial Office to mark the 75th anniversary since the first women became Kings' Counsel in England and Wales with an anniversary reception at the Royal Courts of Justice.
9. Paving the Way: to mark our 10th anniversary year, we set up a fund for prizes for students in their final year of an undergraduate degree from non-Russell Group universities, if they have a dissertation that addresses issues related to the contribution of women to legal practice and the law. The first year of providing any prizes is expected to be 2026.
10. Club 1919: we continued our members' initiative to honour the legacy of the Sex Disqualification (Removal) Act 1919 and hosted a dinner to honour them in January 2025.
11. Maintained the digital platforms The First 100 Years and Next 100 Years and supported the young project Kids Law Podcast;
12. Maintained First 100 Years/ Next 100 Years social media presence with a clear communications strategy, which performed very well against our mission to celebrate, inform and inspire.

#### **Public Benefit**

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

#### **Other Working Name**

First 100 Years and next 100 Years

### **Achievements and Performance**

#### **Main Achievements**

The Charity's has achieved several landmarks – the main being that it has succeeded in reframing the conversation around women in law by focusing the celebration of their achievements around the period 1919-2019, followed by marking, in 2022 and 2023, of the centenary of the first women qualifying as barristers and solicitors in England and Wales. Individually and through our supporting organisations – Bar Council, Law Society, CILEX and so on – we have reached an audience of thousands of legal professionals and students.

We continued to deliver our activities online albeit on a scale down format given the challenges faced by all during this time  
...CONTINUED

**Spark 21  
Trustees' Report (continued)  
For The Year Ended 5 April 2025**

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**Main Achievements - continued**

In the financial year 2024-5:

1. Hosted our 9th edition of the Inspirational Women in Law awards for women leaders, bringing a younger generation into the project; an annual report, Women Who Will, was also launched with a roll call of women changing the legal profession, and providing an annual review of changes for women in the legal sector – this was now in its 5th year.
2. Delivered the 5th edition in the Hellbron Lecture series, in a live event, platforming women legal experts discussing big themes of our times
3. Delivered another biographical film of the life and work of Barbara Mills KC, a first for women in law in her role at the Bar Council
4. Completed our series of films Next 100 Voices focused on disability

**Plans for the future**

The Charity's plans for the next financial year to April 2026 continue to focus on the delivery of the Next 100 Years project as well as to use materials created by the First 100 Years project to educate, celebrate and inspire generations of women in law.

Our main areas of focus are:

1. Continuing to organise events and champion the role of women in law, including the annual Inspirational Women in Law awards
2. Continue to collaborate with partner organisations to advance the charity's objectives.
3. Continue to work and evolve the Paving the Way campaign with non-Russell Group Universities
4. Launching our series of films of women in law under the Next 100 Years 'Next 100 Voices' video series
5. Continue to organise the Hellbron Lectures series
6. Continue to run the Next 100 Years campaign
7. Continue our annual reports on key areas of focus that can advance the careers of women in law with a focus on wellbeing for 2026

**Structure, Governance and Management**

**Governing Document**

Spark 21 is a company limited by guarantee incorporated 20 October 2015 and governed by its Articles of Association. Spark 21 is also a registered charity (1167825) – registration date being 23 June 2016.

**Appointment of new Trustees**

As set out in the Articles of Association any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of the Articles of Association, may be appointed to be a Trustee by a decision of the Trustees. The Board co-opts members during the year to ensure that the Board has a broad range of skills and experience; to facilitate trustee succession new trustees may be appointed annually by the members of the charitable company and serve for a period of three years but may be re-elected for a further 3-year term.

**Trustee Selection Methods**

Trustees are recruited through, professional, personal and member contacts. We aim to recruit people whose skills the Board have identified as needed. The Trustees endeavour to ensure there is an appropriate balance of skills, gender, age, race, disability, sexual orientation, culture, politics or religious belief.

New Trustees are given an induction pack on the Duties and Obligations of Charity Trustees to brief them on their legal obligations under the charity and company law, the Charity Commission guidance on public benefit and inform them of the content of the Articles of Association. We also regularly share trustee advice from law firms that can benefit the trustees in understanding their continuous obligations. Trustees are encouraged to attend appropriate external events and meetings where these will facilitate the undertaking of their role.

**Spark 21  
Trustees' Report (continued)  
For The Year Ended 5 April 2025**

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**Governance and Organisational structure**

The Board of Trustees hold regular meetings either by conference call or in person. They are responsible for governing the affairs of Spark 21. The Trustees are also in regular contact between the meetings to agree on priorities to be addressed and, if needed, to organise ad hoc briefing calls for expediency. The Board agrees the strategic direction to ensure the organisation fulfills its objectives. It takes overall responsibility for ensuring that the financial, legal and contractual obligations of the Charity are met and that there are satisfactory systems and controls in place.

**Management**

Day to day management and decision making of the Charity is delegated to specific Trustees in order for the Charity's objectives to be met and ensure the smooth and effective running of the organisation. The Board may delegate specific actions and decision to any of the Trustees, acting alone or together (and usually 2 trustees would be instructed), who will then report to the full Board.

**Related parties and co-operation with other organisations**

None of our trustees receive remuneration or other benefit from their work with the Charity. Any connection between a trustee or senior manager of the Charity with service user, external contractor or supplier of services must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year, any such related party transactions have been fully disclosed to the full board of trustees.

All related party transactions are managed in accordance with the Charity's Articles of Association. All transactions and activities involving organisations in which a trustee may have an interest are conducted at arm's length and in accordance with the Charity's financial and procurement procedures.

**Use of volunteers**

Due to the small size of the charity volunteers are recruited on a rolling-basis. Our volunteers are made up of different groups from university students to professionals. Similarly, we appoint professional champions to volunteer on a number of thematic committees relevant to the charity's objectives and they are provided with information packs, as well as ongoing communication.

**Reference and Administrative Details**

**Trustees**

Ms Daniela Denis-Smith  
Lady A Neuberger

**Charity Number**

1167825

**Company Number**

09832061

**Registered Office**

44 Southampton Buildings  
London  
WC2A 1AP

**Independent Examiner**

Suresh Nadesapillai  
Calibrate Accounting Limited  
26 Allonby Way  
Aylesbury  
HP21 7JA

**Bankers**

Lloyds Bank  
1 Butler Place  
Westminster  
London, SW1H 0PR

**Spark 21  
Trustees' Report (continued)  
For The Year Ended 5 April 2025**

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**Statement of Trustees' Responsibilities**

The trustees (who are also the directors of Spark 21 for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgments and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at anytime the financial position of the charitable company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The trustees' report was approved by the board of trustees and signed on its behalf by:



Ms Daniela Denis-Smith

Trustee

19/12/2025

**Spark 21**  
**Independent Examiner's Report to the Trustees of Spark 21**  
**For The Year Ended 5 April 2025**

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I report to the charity trustees on my examination of the accounts of the Company for the year ended 5 April 2025.

**Responsibilities and Basis of Report**

As the charity trustees of the Company (and also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

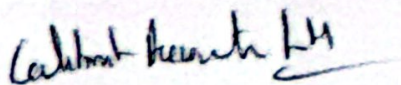
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent Examiner's Statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Calibrate Accounting Limited

22/12/2025  
26 Allonby Way  
Aylesbury  
HP21 7JA

**Spark 21**  
**Statement of Financial Activities (including Income and Expenditure Account)**  
**For The Year Ended 5 April 2025**

	Notes	5 April 2025 Unrestricted funds £	5 April 2024 Unrestricted funds £
<b>INCOME AND ENDOWMENTS FROM:</b>			
Charitable activities:			
Other activities		16,321	14,502
Donations including Gift Aid		16,269	9,121
Sponsorship		32,174	45,078
Nortional rent		2,560	2,560
Investments	3	667	92
		67,991	71,353
<b>EXPENDITURE ON:</b>			
Raising funds	4	(48,312)	(53,959)
Charitable activities:	4		
		19,679	17,394
<b>NET INCOME</b>			
		19,679	17,394
<b>NET MOVEMENT IN FUNDS</b>			
<b>RECONCILIATION OF FUNDS:</b>			
Total funds brought forward		21,381	3,987
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>12</b>	<b>41,060</b>	<b>21,381</b>

The notes on pages 8 to 11 form part of these financial statements.

**Spark 21**  
**Statement of Financial Position**  
**As At 5 April 2025**

		5 April 2025	5 April 2024
		Unrestricted funds	Total funds
	Notes	£	£
<b>CURRENT ASSETS</b>			
Stocks	9	250	500
Debtors	10	6,076	-
Cash at bank and in hand		44,748	37,483
		<u>51,074</u>	<u>37,983</u>
<b>Creditors: Amounts Falling Due Within One Year</b>	11	(10,014)	(16,602)
		<u>41,060</u>	<u>21,381</u>
<b>NET CURRENT ASSETS (LIABILITIES)</b>			
		<u>41,060</u>	<u>21,381</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			
		<u>41,060</u>	<u>21,381</u>
<b>NET ASSETS</b>			
		<u>41,060</u>	<u>21,381</u>
<b>FUNDS OF THE CHARITY</b>			
Unrestricted Funds		<u>41,060</u>	<u>21,381</u>
<b>TOTAL FUNDS</b>	12	<u>41,060</u>	<u>21,381</u>

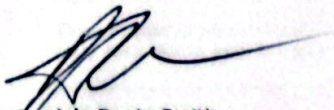
For the year ending 5 April 2025 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

On behalf of the board



Ms Daniela Denis-Smith

Trustee  
19/12/2025

The notes on pages 8 to 11 form part of these financial statements.

**Spark 21**  
**Notes to the Financial Statements**  
**For The Year Ended 5 April 2025**

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**1. General Information**

Spark 21 is a company limited by guarantee, incorporated in England & Wales, registered number 09832061 and registered charity number 1167825. The registered office is 44 Southampton Buildings, London, WC2A 1AP.

**2. Accounting Policies**

**2.1. Basis of Preparation of Financial Statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

**2.2. Fund Accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise unrestricted funds that have been set aside by the trustees for a specific purpose.

Restricted funds are to be used for specific purposes as laid down by the donor.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**2.3. Incoming Resources**

All incoming resources are included in the statements of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contributions of general volunteers.

Income from contracts for the supply of services is recognised when the delivery of the contracted services. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**2.4. Resources Expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities and sale of donated goods.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity appointed to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Spark 21**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 5 April 2025**

**2.5. Stocks and Work in Progress**

Stocks and work in progress are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

Cost is determined using the first-in, first-out method. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

Work in progress is reflected in the accounts on a contract by contract basis by recording turnover and related costs as contract activity progresses.

At the end of each reporting period stocks are assessed for impairment. If an item of stock is impaired, the identified stock is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the statement of financial activities. Where a reversal of the impairment is required the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the statement of financial activities.

**2.6. Cash and Cash Equivalents**

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

**3. Investment Income**

	<b>5 April 2025</b>	<b>5 April 2024</b>
	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>
	<b>£</b>	<b>£</b>
Interest from investments	667	92

**4. Analysis of Expenditure**

	<b>5 April 2025</b>		
	<b>Activities undertaken directly</b>	<b>Support costs (see note 5)</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Raising funds	46,214	2,098	48,312

	<b>5 April 2024</b>		
	<b>Activities undertaken directly</b>	<b>Support costs (see note 5)</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Raising funds	51,439	2,520	53,959

**5. Support Costs**

	<b>5 April 2025</b>
	<b>Raising funds</b>
	<b>£</b>
General administration	2,098

**Spark 21**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 5 April 2025**

	<b>5 April 2024</b>
	<b>Raising funds</b>
	<b>£</b>
General administration	<u>2,520</u>

**6. Independent Examiner's Remuneration**

	<b>5 April 2025</b>	<b>5 April 2024</b>
	<b>£</b>	<b>£</b>
Independent examination of the financial statements	<u>650</u>	<u>690</u>

An accrual of £650 has been included in the accounts for the year in respect of the Independent examiner's fee (2024: £725).

**7. Staff Costs**

Staff costs were as follows:

	<b>5 April 2025</b>	<b>5 April 2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	1,841	15,515
Social security costs	-	1,272
	<u>1,841</u>	<u>16,787</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period.

**8. Average Number of Employees**

Average number of employees during the year was: 1 (2024: 1)

**9. Stocks**

	<b>5 April 2025</b>	<b>5 April 2024</b>
	<b>£</b>	<b>£</b>
Stock	<u>250</u>	<u>500</u>

**10. Debtors**

	<b>5 April 2025</b>	<b>5 April 2024</b>
	<b>£</b>	<b>£</b>
<b>Due within one year</b>		
Trade debtors	4,250	-
Other debtors	1,826	-
	<u>6,076</u>	<u>-</u>

Debtors are recognised at their settlement value and are all receivable within one year.

**Spark 21**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 5 April 2025**

**11. Creditors: Amounts Falling Due Within One Year**

	5 April 2025	5 April 2024
	£	£
Trade creditors	-	3,280
Other creditors	8,464	9,500
Taxation and social security	-	2,127
Accruals and deferred income	1,550	1,695
	<u>10,014</u>	<u>16,602</u>

**12. Movement in Funds**

	As at 6 April 2024	Income	Expenditure	As at 5 April 2025
	£	£	£	£
<b>Unrestricted funds</b>				
General:				
General unrestricted fund	21,381	67,991	(48,312)	41,060
<b>Total funds</b>	<u>21,381</u>	<u>67,991</u>	<u>(48,312)</u>	<u>41,060</u>

	As at 1 November 2022	Income	Expenditure	As at 5 April 2024
	£	£	£	£
<b>Unrestricted funds</b>				
General:				
General unrestricted fund	3,987	71,353	(53,959)	21,381
<b>Total funds</b>	<u>3,987</u>	<u>71,353</u>	<u>(53,959)</u>	<u>21,381</u>

**13. Related Party Disclosures**

There was a balance of £8,564 (2024:£9,500) due to Obelisk Legal Support Solutions Ltd at the year end in respect of a non interest bearing loan. A notional rent of £2,560 (2024:£2,560) is charged by Obelisk Legal Support Solutions Ltd but is covered by a donation for this same amount. One of the directors of the company is a Trustee of the charity.

During the year, the charity invoiced £2,250 to Obelisk Legal Support Solutions Ltd.

**14. Company limited by guarantee**

The company is limited by guarantee and has no share capital.

**SPARK 21**

England & Wales - Charity number 1167825

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# Accounts

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**COMPANY REGISTRATION NUMBER: 09832061**  
**CHARITY REGISTRATION NUMBER: 1167825**

**Spark 21**  
(a company limited by guarantee)

**Unaudited Financial Statements**

**For the period ended 5 April 2024**

**Spark 21**  
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**Spark 21**  
**Reference and Administrative Details**  
**As at 5 April 2024**

**Trustees**

Ms D L Denis-Smith  
Ms H B Geffin (resigned 31 January 2024)  
Lady A P Neuberger

**Registered Office**

44 Southampton Buildings  
London  
WC2A 1AP

**Charity Registration Number**

1167825

**Company Registration Number**

09832061

**Other Working Names**

First 100 Years and Next 100 Years

**Independent Examiner**

Nina Rust FCCA  
N.TRUST Accountancy Ltd  
Suite 3a Kings Hall  
St Ives Business Park  
Parsons Green  
St Ives  
PE27 4WY

**Bankers**

Lloyds Bank  
1 Butler Place  
Westminster  
London  
SW1H 0PR

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Period ended 5 April 2024**

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees Report, together with the unaudited financial statements for the period ending 5 April 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, 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 (FRS 102) (effective 1 January 2015).

**Trustees**

All Trustees give their time voluntarily and receive no benefits from the Charity. The Trustees serving during the year and to the date of this report were as follows:

Daniela Denis-Smith (Dana Denis-Smith)  
Hayley Geffin (resigned 31 January 2024)  
Lady Angela Neuberger

**Structure, Governance and Management**

**Governing document**

Spark 21 is a company limited by guarantee incorporated on 20 October 2015 and governed by its Articles of Association. Spark 21 is also a registered charity (1167825) - registration date being 23 June 2016.

**Appointment of new Trustees**

As set out in the Articles of Association any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of the Articles of Association, may be appointed to be a Trustee by a decision of the Trustees. The Board co-opts members during the year to ensure that the Board has a broad range of skills and experience; to facilitate trustee succession new trustees may be appointed annually by the members of the charitable company and serve for a period of three years but may be re-elected for a further 3 year term.

**Trustee recruitment and induction**

Trustees are recruited through professional, personal and member contacts. We aim to recruit people whose skills the Board have identified as needed. The Trustees endeavour to ensure there is an appropriate balance of skills, gender, age, race, disability, sexual orientation, culture, politics or religious belief.

New Trustees are given an induction pack on the Duties and Obligations of Charity Trustees to brief them on their legal obligations under the charity and company law, the Charity Commission guidance on public benefit and inform them of the content of the Articles of Association. We also regularly share trustee advice from law firms that can benefit the trustees in understanding their continuous obligations. Trustees are encouraged to attend appropriate external events and meetings where these will facilitate the undertaking of their role.

**Governance and organisational structure**

The Board of Trustees hold regular meetings either by conference call or in person. They are responsible for governing the affairs of Spark 21. The Trustees are also in regular contact between the meetings to agree on priorities to be addressed and, if needed, to organise ad hoc briefing calls for expediency. The Board agrees the strategic direction to ensure the organisation fulfills its objectives. It takes overall responsibility for ensuring that the financial, legal and contractual obligations of the Charity are met and that there are satisfactory systems and controls in place.

**Management**

Day to day management and decision making of the Charity is delegated to specific Trustees in order for the Charity's objectives to be met and ensure the smooth and effective running of the organisation. The Board may delegate specific actions and decisions to any of the Trustees, acting alone or together (and usually 2 trustees would be instructed), who will then report to the full Board.

**Related parties and co-operation with other organisations**

None of our Trustees receive remuneration or other benefit from their work with the Charity. Any connection between a trustee or senior manager of the Charity with service user, external contractor or supplier of services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year any such related party transactions have been fully disclosed to the full Board of Trustees.

All related party transactions are managed in accordance with the Charity's Articles of Association. All transactions and activities involving organisations in which a Trustee may have an interest are conducted at arm's length and in accordance with the Charity's financial and procurement procedures.

## **Spark 21**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Directors' Report)**

**Period ended 5 April 2024**

#### **Use of volunteers**

Due to the small size of the charity, volunteers are recruited on a rolling-basis. Our volunteers are made up of different groups from university students to professionals. Similarly, we appoint professional champions to volunteer on a number of thematic committees relevant to the charity's objectives and they are provided with information packs, as well as ongoing communication.

#### **Objectives and activities**

##### **Achieving delivery of the charity's aims and public benefit**

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this, and seek to demonstrate this within this report.

All our charitable activities focus on the advancement of education in the subject of women in the legal and other professions, to promote equality and diversity and, in particular, the elimination of discrimination on the ground of gender, and advance the arts, in particular, but without limitation, by commissioning, establishing, maintaining, publishing and performing (as applicable) works of art.

Our main activities and our beneficiaries are described below.

#### **Charitable activities in the period to 5 April 2024**

The charity has taken the following activities in the financial period to 5 April 2024:

1. Events: we hosted a series of events, including the annual Inspirational Women in Law Awards.
2. Annual Lecture: continued our series of lectures, the Heilbron Lectures, and we hosted the 4th edition, delivered on the theme of "Value".
3. Photography: delivered a commissioned mosaic of the first woman to be admitted by Lincoln's Inn to be placed in their new learning
4. Photography: we organized a centenary photography competition, "The Way WE are", to mark the centenary of women qualifying as solicitors and barristers in England & Wales and we hosted the unveiling of the finalists in January 2023.
5. Exhibition: we collaborated with the Judicial Office to create a centenary exhibition to honour the first woman barrister and share the history of women in the judiciary. This toured the country's courts.
6. Report: co-created the Women Who Will report, featuring a Class of 2023 women change-makers in the legal sector, including some of the award winners in the Inspirational Women in Law awards.
7. Newsletter: we continued to publish our monthly "Women in Law Who" newsletter. This spotlights female trailblazers in the law who are "shaping our present", "made our history", and "will change our future" with a subscription list of over 2,500.
8. Club 1919: we continued our members' initiative to honour the legacy of the Sex Disqualification (Removal) Act 1919 and hosted a dinner to honour them.
9. Maintained the digital platforms The First 100 Years and Next 100 Years;
10. Maintained First 100 Years/ Next 100 Years social media presence and very strong media presence with a clear communications strategy, which performed very well.

#### **Achievements and performance**

The Charity has achieved several landmarks – the main being that it has succeeded in reframing the conversation around women in law by focusing the celebration of their achievements around the period 1919-2019, followed by marking, in 2022 and 2023, of the centenary of the first women qualifying as barristers and solicitors in England and Wales. Individually and through our supporting organisations – Bar Council, Law Society, CILEx and so on – we have reached an audience of thousands of legal professionals and students.

We continued to deliver our activities online albeit on a scale down format given the challenges faced by all during this time.

In the financial period to 5 April 2024:

1. Hosted our 8th edition of the Inspirational Woman in Law award for women leaders, bringing a younger generation into the project; an annual report, Women Who Will, was also launched with a roll call of women changing the legal profession, and providing an annual review of changes for women in the legal sector – this was now in its 3rd year.
2. Delivered the 4th edition in the Heilbron Lecture series, in a live event, platforming women legal experts discussing big themes of our times.
3. Our commission of the mosaic of the first woman to be admitted as a barrister at Lincoln's Inn was finalized and unveiled.

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Period ended 5 April 2024**

**Financial review**

**Financial statements**

The Financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and reporting by Charities" 2015 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

**Statement of Financial Activities**

The Statement of Financial Activities is shown on page 7 with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year was £71,353. The total expenditure for the year was £53,959.

**Principal funding sources**

The Charity is dependent upon grants and donations from individual donors and institutions.

**Balance Sheet**

The above result led to a surplus of £17,394 (2022 deficit of £18,703) which has produced a combined fund balance of £21,381 at the year-end. An analysis of the funds can be found in note 7.

**Investment Policy**

Under the Articles of Association, the Charity has the power to invest in any way the Trustees shall think fit. In conjunction with its reserve policies, the aim of the Charity, the Trustees can borrow or raise and secure the payment of money for any purpose including for the purposes of investment or of raising funds, including charging property as security for the repayment of money borrowed or as security for a grant or the discharge of an obligation. The Trustees can also set aside funds for special purposes or as reserves against future expenditure. The Trustees can invest the Charity's money not immediately required for its objects in or upon any investments, securities, or property; arrange for investments or other property of the Charity to be held in the name of a nominee or nominees and pay any reasonable fee required. The Trustees can also delegate decisions in respect of investments to an external financial advisor.

**Risk Management**

The Trustees have assessed the major risks to which the Charity is exposed, in particular those relating to the operation and finances of the Charity. Systems are in place to minimise exposure to the major risks, with a risk management register being in place and reviewed at least annually by the Trustees.

**Reserves**

Funds are normally being built up for ongoing and future activities.

**Plans for future periods**

The Charity's plans for 2024/25 continue to focus on the delivery of the Next 100 Years project as well as to use materials created by the First 100 Years project to educate, celebrate and inspire generations of women in law.

Our main areas of focus are:

1. Continuing to organise events and champion the role of women in law, including the annual Inspirational Women in Law awards.
2. Continue to collaborate with partner organisations to advance the charity's objectives.
3. Filming and editing more videos of stories of women in law under the Next 100 Years 'Next 100 Voices' video series.
4. Continue to organise the Heilbron Lectures series.
5. Continue to run the Next 100 Years campaign.

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Period ended 5 April 2024**

**Statement of Trustees Responsibilities**

The Trustees (who are also the directors of Spark 21 for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to

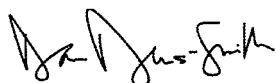
- \* select suitable accounting policies and then apply them consistently;
- \* observe the methods and principles in the Charity SORP 2015 FRS102;
- \* make judgments and estimates that are reasonable and prudent;
- \* state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and;
- \* prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

ON BEHALF OF THE BOARD:



**Ms D L Denis-Smith**  
Trustee

26 October 2024

**Spark 21**  
**Company Limited by Guarantee**  
**Independent Examiner's Report to the trustees of Spark 21**

I report on the accounts for the company for the period ended 5 April 2024, which are set out on pages 7 to 12.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b)

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



**Nina Rust**  
**N.TRUST Accountancy Ltd**  
Suite 3a Kings Hall  
St Ives Business Park  
Parsons Green  
St Ives  
PE27 4WY

28 October 2024

**Spark 21**  
**Company Limited by Guarantee**  
**Statement of Financial Activities**  
**(incorporating income and expenditure account)**  
**Period ended 5 April 2024**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	2024 £	2024 £	2022 £	2022 £
<b>Income</b>	3				
Donations and legacies		11,681	-	11,681	17,824
Charitable activities		14,502	-	14,502	2,660
Other trading activities		45,078	-	45,078	8,500
Investment		92	-	92	-
<b>Total income</b>		<u>71,353</u>	<u>-</u>	<u>71,353</u>	<u>28,984</u>
<b>Expenditure</b>	4				
Raising funds		-	-	-	-
Charitable activities		51,627	-	51,627	46,127
Other		2,332	-	2,332	1,560
<b>Total expenditure</b>		<u>53,959</u>	<u>-</u>	<u>53,959</u>	<u>47,687</u>
<b>Net income/(expenditure)</b>		17,394	-	17,394	(18,703)
Balances at 1 November 2021		3,987	-	3,987	22,690
<b>Balances at 31 October 2022</b>		<u>21,381</u>	<u>-</u>	<u>21,381</u>	<u>3,987</u>

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Balance Sheet**  
**as at 5 April 2024**

	Notes	£	2024 £	£	2022 £
<b>Current assets</b>					
Stock		500		6,526	
Debtors	5	-		6,056	
Cash at bank and in hand		<u>37,483</u>		<u>2,235</u>	
		37,983		14,817	
<b>Creditors: amounts falling due within one year</b>					
	6	<u>(16,602)</u>		<u>(10,830)</u>	
			<u>21,381</u>		3,987
<b>Net assets</b>			<u>21,381</u>		<u>3,987</u>
<b>Funds</b>					
Restricted	7		-		-
Unrestricted			<u>21,381</u>		<u>3,987</u>
			<u>21,381</u>		<u>3,987</u>

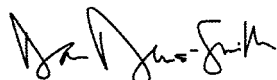
For the period ending 5 April 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 SORP.

These financial statements were approved by the board of trustees and authorised for issue on *26 October 2024*, and signed on behalf of the board by:



**Ms D L Denis-Smith**  
Trustee

**Company Number 09832061**

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts**  
**Period ended 5 April 2024**

**1 Accounting policies**

**Accounting convention**

These accounts have been prepared under the historical cost convention with items recognised at cost for transaction value unless otherwise stated in the relevant note to these accounts.

These financial statements have been prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and with the Charities Act 2011.

**Incoming resources**

All incoming resources are included in the statements of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted services. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities and the sale of donated goods.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

**Governance and support costs**

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources.

**Stock**

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

**Debtors and Creditors**

Debtors and creditors are recognised at their settlement value and are all receivable/payable within one year.

**Financial instruments**

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Period ended 5 April 2024**

**2 Directors' Remuneration and Expenses**

The directors received no remuneration during the year and were not reimbursed for any expenses.  
The company had one employee during the year (2022 - one employee).

**3 Income**

	Unrestricted £	Restricted £	2024 £	2022 Unrestricted £
<b>Donations and legacies</b>				
Donations including Gift Aid	9,121	-	9,121	13,984
Notional rent	2,560	-	2,560	3,840
	<u>11,681</u>	<u>-</u>	<u>11,681</u>	<u>17,824</u>
<b>Charitable activities</b>				
Other activities	14,502	-	14,502	2,476
Other activities	<u>14,502</u>	<u>-</u>	<u>14,502</u>	<u>2,476</u>
<b>Other trading activities</b>				
Sponsorship	<u>45,078</u>	<u>-</u>	<u>45,078</u>	<u>8,500</u>
<b>Investment</b>				
Interest received	<u>92</u>	<u>-</u>	<u>92</u>	<u>-</u>

**4 Total expenses**

	Basis of allocation	Raising funds £	Charitable activities £	Other £	2024 Total £	2022 Total £
<b>Costs directly allocated to activities</b>						
Charity objectives	Direct	-	37,253	-	37,253	36,874
Other/governance costs	Direct	-	14,374	2,332	16,706	10,813
		<u>-</u>	<u>51,627</u>	<u>2,332</u>	<u>53,959</u>	<u>47,687</u>

An accrual of £725 has been included in the accounts for the year in respect of the independent examiner's fee (2022, £690).

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Period ended 5 April 2024**

**4 Total expenses (continued)**

<b>Expenditure on charitable activities</b>	<b>2024</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages, salaries and staffing costs	15,515	22,291
Employers NIC	1,272	1,861
Notional rent	2,560	3,840
Insurance	206	165
General expenses	133	396
Bank charges and currency costs	55	59
Consulting and legal	6,727	-
Film production and other event costs	20,702	13,234
Postage freight and courier	127	851
Donations	-	-
IT software and consumables	4,330	3,430
	<u>51,627</u>	<u>46,127</u>
<b>Other expenses</b>	<b>2024</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Accountancy fees	1,642	870
Independent Examination	690	690
	<u>2,332</u>	<u>1,560</u>

**5 Debtors**

	<b>2024</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade debtors	-	6,000
Other debtors and prepayments	-	56
	<u>-</u>	<u>6,056</u>

**6 Creditors: amounts falling due within one year**

	<b>2024</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,280	30
Social security and other taxes	2,126	360
Accruals & other creditors	11,196	10,440
	<u>16,602</u>	<u>10,830</u>

**7 Unrestricted funds**

	<b>Movement in Resources</b>			<b>Balance 5 April 2024</b>
	<b>Balance 1 November 2022</b>	<b>Incoming</b>	<b>Outgoings</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General fund	<u>3,987</u>	<u>71,353</u>	<u>53,959</u>	<u>21,381</u>

**8 Legal status**

The charity is a company limited by guarantee and has no share capital.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Period ended 5 April 2024**

**9 Related party transactions**

There was a balance of £9,500 (2022, £2,500) due to Obelisk Legal Support Solutions at the year end in respect of a non interest bearing loan. A notional rent of £2,560 is charged by Obelisk Legal Support Solutions Limited but is covered by a donation for this same amount. One of the directors of the company is a Trustee of the charity.

**SPARK 21**

England & Wales - Charity number 1167825

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# Accounts

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**COMPANY REGISTRATION NUMBER: 09832061**  
**CHARITY REGISTRATION NUMBER: 1167825**

# **Spark 21**

**(a company limited by guarantee)**

**Unaudited Financial Statements**

**For the year ended 31 October 2022**

**Spark 21**  
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## **Spark 21**

### **Reference and Administrative Details**

**As at 31 October 2022**

#### **Trustees**

Ms D L Denis-Smith

Ms H B Geffin

Lady A P Neuberger

Mr D J Standish ( resigned 20 October 2022)

#### **Registered Office**

44 Southampton Buildings

London

WC2A 1AP

#### **Charity Registration Number**

1167825

#### **Company Registration Number**

09832061

#### **Other Working Names**

First 100 Years and Next 100 Years

#### **Independent Examiner**

Nina Rust FCCA

N.TRUST Accountancy Ltd

Suite 3a Kings Hall

St Ives Business Park

Parsons Green

St Ives

PE27 4WY

#### **Bankers**

Lloyds Bank

1 Butler Place

Westminster

London

SW1H 0PR

## **Spark 21**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Directors' Report)**

### **Year ended 31 October 2022**

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees Report, together with the unaudited financial statements for the year ending 31 October 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, 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 (FRS 102) (effective 1 January 2015).

#### **Trustees**

All Trustees give their time voluntarily and receive no benefits from the Charity. The Trustees serving during the year and to the date of this report were as follows:

Daniela Denis-Smith (Dana Denis-Smith)  
David Standish (resigned 20 October 2022)  
Hayley Geffin  
Lady Angela Neuberger

#### **Structure, Governance and Management**

##### **Governing document**

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##### **Appointment of new Trustees**

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##### **Trustee recruitment and induction**

Trustees are recruited through professional, personal and member contacts. We aim to recruit people whose skills the Board have identified as needed. The Trustees endeavour to ensure there is an appropriate balance of skills, gender, age, race, disability, sexual orientation, culture, politics or religious belief.

New Trustees are given an induction pack on the Duties and Obligations of Charity Trustees to brief them on their legal obligations under the charity and company law, the Charity Commission guidance on public benefit and inform them of the content of the Articles of Association. We also regularly share trustee advice from law firms that can benefit the trustees in understanding their continuous obligations. Trustees are encouraged to attend appropriate external events and meetings where these will facilitate the undertaking of their role.

##### **Governance and organisational structure**

The Board of Trustees hold regular meetings either by conference call or in person. They are responsible for governing the affairs of Spark 21. The Trustees are also in regular contact between the meetings to agree on priorities to be addressed and, if needed, to organise ad hoc briefing calls for expediency. The Board agrees the strategic direction to ensure the organisation fulfills its objectives. It takes overall responsibility for ensuring that the financial, legal and contractual obligations of the Charity are met and that there are satisfactory systems and controls in place.

##### **Management**

Day to day management and decision making of the Charity is delegated to specific Trustees in order for the Charity's objectives to be met and ensure the smooth and effective running of the organisation. The Board may delegate specific actions and decisions to any of the Trustees, acting alone or together (and usually 2 trustees would be instructed), who will then report to the full Board.

##### **Related parties and co-operation with other organisations**

None of our Trustees receive remuneration or other benefit from their work with the Charity. Any connection between a trustee or senior manager of the Charity with service user, external contractor or supplier of services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year any such related party transactions have been fully disclosed to the full Board of Trustees.

All related party transactions are managed in accordance with the Charity's Articles of Association. All transactions and activities involving organisations in which a Trustee may have an interest are conducted at arm's length and in accordance with the Charity's financial and procurement procedures.

## Spark 21

### Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Directors' Report)

Year ended 31 October 2022

#### Use of volunteers

Due to the small size of the charity, volunteers are recruited on a rolling-basis. Our volunteers are made up of different groups from university students to professionals. Similarly, we appoint professional champions to volunteer on a number of thematic committees relevant to the charity's objectives and they are provided with information packs, as well as ongoing communication.

#### Objectives and activities

##### Achieving delivery of the charity's aims and public benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this, and seek to demonstrate this within this report.

All our charitable activities focus on the advancement of education in the subject of women in the legal and other professions, to promote equality and diversity and, in particular, the elimination of discrimination on the ground of gender, and advance the arts, in particular, but without limitation, by commissioning, establishing, maintaining, publishing and performing (as applicable) works of art.

Our main activities and our beneficiaries are described below.

#### Charitable activities in 2021/22

The charity has taken the following activities in the financial year to 31 October 2022:

1. Events: we hosted a series of events, all online, including the annual Inspirational Women in Law Awards.
2. Annual Lecture: continued our series of lectures, the Heilbron Lectures, and we hosted the 3rd edition, delivered on the theme of "Nature".
3. Research: published the findings of a further survey of women in the profession about their experience as a woman in the legal sector and the gender pay; we hosted a roundtable (online) to launch the findings and encourage debate.
4. Photography: commissioned a mosaic of the first woman to be admitted by Lincoln's Inn to be placed in their new learning building.
5. Photography: we organized a centenary photography competition, "The Way WE are", to mark the centenary of women qualifying as solicitors and barristers in England & Wales.
6. Exhibition: we collaborated with the Judicial Office to create a centenary exhibition to honour the first woman barrister and share the history of women in the judiciary.
7. Films: commissioned and premiered some of the films in our first series of short films, Next 100 Voices, focused on rising women leaders in law.
8. Report: co-created the *Women Who Will* report, featuring a Class of 2022 women change-makers in the legal sector, including some of the award winners in the Inspirational Women in Law awards.
9. Newsletter: we published a monthly "Women in Law Who" newsletter, counting down to December 2022 - 100 years since the admission of the first female solicitors in England & Wales. Spotlighting female trailblazers in the law who are "shaping our present", "made our history", and "will change our future" with a subscription list of over 2,500.
10. Club 1919: we launched a new members initiative to honour the legacy of the Sex Disqualification (Removal) Act 1919.
11. Maintained the digital platforms The First 100 Years and Next 100 Years;
12. Maintained First 100 Years/ Next 100 Years social media presence and very strong media presence with a clear communications strategy, which performed very well.

#### Achievements and performance

The Charity's has achieved several landmarks – the main being that it has succeeded in reframing the conversation around women in law by focusing the celebration of their achievements around the period 1919-2019, followed by marking, in 2022 and 2023, of the centenary of the first women qualifying as barristers and solicitors in England and Wales. Individually and through our supporting organisations – Bar Council, Law Society, CILEx and so on – we have reached an audience of thousands of legal professionals and students.

During the pandemic, we continued to deliver our activities online albeit on a scaled down format given the challenges faced by all during this time.

In the financial year 2021-22:

1. Hosted (online) our 6th edition of the Inspirational Woman in Law award for women leaders, bringing a younger generation into the project; an annual report, *Women Who Will*, was also launched with a roll call of women changing the legal profession, and providing an annual review of changes for women in the legal sector.
2. Delivered event presentations (online) on various topics, including the gender pay gap and power of role models as well as about the importance of recording female lives and achievements as inspiration for younger generations.
3. Delivered the 3<sup>rd</sup> edition in the Heilbron Lecture series, in a live event, platforming women legal experts discussing big themes of our times.
4. Our donation of the mosaic of the first woman to be admitted as a solicitor was presented to the President of the Law Society of England and Wales.

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2022**

**Financial review**

**Financial statements**

The Financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and reporting by Charities" 2015 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

**Statement of Financial Activities**

The Statement of Financial Activities is shown on page 7 with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year was £28,984. The total expenditure for the year was £47,687.

**Principal funding sources**

The Charity is dependent upon grants and donations from individual donors and institutions.

**Balance Sheet**

The above result led to a deficit of £18,703 which has produced a combined fund balance of £3,987 at the year-end. An analysis of the funds can be found in note 7.

**Investment Policy**

Under the Articles of Association, the Charity has the power to invest in any way the Trustees shall think fit. In conjunction with its reserve policies, the aim of the Charity, the Trustees can borrow or raise and secure the payment of money for any purpose including for the purposes of investment or of raising funds, including charging property as security for the repayment of money borrowed or as security for a grant or the discharge of an obligation. The Trustees can also set aside funds for special purposes or as reserves against future expenditure. The Trustees can invest the Charity's money not immediately required for its objects in or upon any investments, securities, or property; arrange for investments or other property of the Charity to be held in the name of a nominee or nominees and pay any reasonable fee required. The Trustees can also delegate decisions in respect of investments to an external financial advisor.

**Risk Management**

The Trustees have assessed the major risks to which the Charity is exposed, in particular those relating to the operation and finances of the Charity. Systems are in place to minimise exposure to the major risks, with a risk management register being in place and reviewed at least annually by the Trustees.

**Reserves**

Funds are normally being built up for ongoing and future activities.

**Plans for future periods**

The Charity's plans for 2022/23 continue to focus on the delivery of the Next 100 Years project as well as to use materials created by the First 100 Years project to educate, celebrate and inspire generations of women in law as we enter the centenary year of women qualifying in England and Wales in 2022.

Our main areas of focus are:

1. Continuing to organise events and champion the role of women in law, including the annual Inspirational Women in Law awards.
2. Continue to collaborate with partner organisations to advance the charity's objectives.
3. Filming and editing more videos of stories of women in law under the Next 100 Years 'Next 100 Voices' video series.
4. Continue to organise the Heilbron Lectures series.
5. Continue to run the Next 100 Years campaign.

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2022**

**Statement of Trustees Responsibilities**

The Trustees (who are also the directors of Spark 21 for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to

- \* select suitable accounting policies and then apply them consistently;
- \* observe the methods and principles in the Charity SORP 2015 FRS102;
- \* make judgments and estimates that are reasonable and prudent;
- \* state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and;
- \* prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

**ON BEHALF OF THE BOARD:**



**Ms D L Denis-Smith**  
Trustee

**Spark 21**  
**Company Limited by Guarantee**  
**Independent Examiner's Report to the trustees of Spark 21**

I report on the accounts for the company for the year ended 31 October 2022, which are set out on pages 7 to 12.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b)

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

**Nina Rust**  
**N.TRUST Accountancy Ltd**  
Suite 3a Kings Hall  
St Ives Business Park  
Parsons Green  
St Ives  
PE27 4WY

**Spark 21**  
**Company Limited by Guarantee**  
**Statement of Financial Activities**  
**(incorporating income and expenditure account)**  
**Year ended 31 October 2022**

		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>	Total Funds
	Notes	2022 £	2022 £	2022 £	2021 £
<b>Income</b>	3				
<b>Donations and legacies</b>		17,824	-	17,824	26,308
<b>Charitable activities</b>		2,660	-	2,660	2,476
<b>Other trading activities</b>		8,500	-	8,500	12,800
<b>Investment</b>		-	-	-	1
<b>Total income</b>		<u>28,984</u>	<u>-</u>	<u>28,984</u>	<u>41,585</u>
<b>Expenditure</b>	4				
<b>Raising funds</b>		-	-	-	-
<b>Charitable activities</b>		46,127	-	46,127	54,819
<b>Other</b>		1,560	-	1,560	1,350
<b>Total expenditure</b>		<u>47,687</u>	<u>-</u>	<u>47,687</u>	<u>56,169</u>
<b>Net income/(expenditure)</b>		<b>(18,703)</b>	<b>-</b>	<b>(18,703)</b>	<b>(14,584)</b>
Balances at 1 November 2021		22,690	-	22,690	37,274
<b>Balances at 31 October 2022</b>		<u><u>3,987</u></u>	<u><u>-</u></u>	<u><u>3,987</u></u>	<u><u>22,690</u></u>

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Balance Sheet**  
**as at 31 October 2022**

	Notes	£	2022 £	£	2021 £
<b>Current assets</b>					
Stock		6,525		10,112	
Debtors	5	6,056		9,055	
Cash at bank and in hand		<u>2,235</u>		<u>5,050</u>	
		14,817		24,217	
<b>Creditors: amounts falling due within one year</b>					
	6	<u>(10,830)</u>		<u>(1,527)</u>	
			<b>3,987</b>		22,690
<b>Net assets</b>			<u><b>3,987</b></u>		<u>22,690</u>
<b>Funds</b>					
Restricted	7		-		-
Unrestricted			<b>3,987</b>		22,690
			<u><b>3,987</b></u>		<u>22,690</u>

For the year ending 31 October 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 SORP.

These financial statements were approved by the board of trustees and authorised for issue on **25 July 2023**, and signed on behalf of the board by:

**Ms D L Denis-Smith**  
Trustee



**Company Number 09832061**

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts**  
**Year ended 31 October 2022**

**1 Accounting policies**

**Accounting convention**

These accounts have been prepared under the historical cost convention with items recognised at cost for transaction value unless otherwise stated in the relevant note to these accounts.

These financial statements have been prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and with the Charities Act 2011.

**Incoming resources**

All incoming resources are included in the statements of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted services. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities and the sale of donated goods.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

**Governance and support costs**

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources.

**Stock**

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

**Debtors and Creditors**

Debtors and creditors are recognised at their settlement value and are all receivable/payable within one year.

**Financial instruments**

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2022**

**2 Directors' Remuneration and Expenses**

The directors received no remuneration during the year and were not reimbursed for any expenses.  
The company had one employee during the year (2021 - no employees).

**3 Income**

	Unrestricted £	Restricted £	2022 £	2021 Unrestricted £
<b>Donations and legacies</b>				
Donations including Gift Aid	13,984	-	13,984	22,468
Notional rent	3,840	-	3,840	3,840
	<u>17,824</u>	<u>-</u>	<u>17,824</u>	<u>26,308</u>
<b>Charitable activities</b>				
Other activities	<u>2,660</u>	<u>-</u>	<u>2,660</u>	<u>2,476</u>
<b>Other trading activities</b>				
Sponsorship	<u>8,500</u>	<u>-</u>	<u>8,500</u>	<u>12,800</u>
<b>Investment</b>				
Interest received	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>

**4 Total expenses**

	Basis of allocation	Raising funds £	Charitable activities £	Other £	2022 Total £	2021 Total £
<b>Costs directly allocated to activities</b>						
Charity objectives	Direct	-	36,874	-	36,874	47,695
Other/governance costs	Direct	-	9,253	1,560	10,813	8,474
		<u>-</u>	<u>46,127</u>	<u>1,560</u>	<u>47,687</u>	<u>56,169</u>

An accrual of £690 has been included in the accounts for the year in respect of the independent examiner's fee (2021, £650).

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2022**

**4 Total expenses (continued)**

<b>Expenditure on charitable activities</b>	<b>2022</b>	2021
	<b>£</b>	£
Wages, salaries and staffing costs	22,291	18,902
Employers NIC	1,861	-
Notional rent	3,840	3,840
Insurance	165	151
General expenses	396	88
Other motor and travel	-	-
Bank charges and currency costs	59	25
Consulting and legal	-	-
Film production and other event costs	13,234	28,794
Postage freight and courier	851	11
Donations	-	-
IT software and consumables	3,430	3,008
	<u>46,127</u>	<u>54,819</u>

**Other expenses**

	<b>2022</b>	2021
	<b>£</b>	£
Accountancy fees	870	700
Independent Examination	690	650
	<u>1,560</u>	<u>1,350</u>

**5 Debtors**

	<b>2022</b>	2021
	<b>£</b>	£
Trade debtors	6,000	3,360
Other debtors and prepayments	56	5,695
	<u>6,056</u>	<u>9,055</u>

**6 Creditors: amounts falling due within one year**

	<b>2022</b>	2021
	<b>£</b>	£
Trade creditors	30	131
Social security and other taxes	360	-
Accruals & other creditors	10,440	1,396
	<u>10,830</u>	<u>1,527</u>

**7 Unrestricted funds**

	Movement in Resources			Balance 31 October 2022 £		
	Balance 1 November 2021 £	Incoming £	Outgoings £			
	General fund	<u>22,690</u>	<u>28,984</u>		<u>47,687</u>	<u>3,987</u>

**8 Legal status**

The charity is a company limited by guarantee and has no share capital.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2022**

**9 Related party transactions**

During the year the charity incurred wages costs totalling £22,291 (2021, £18,902). £9,870 (2021, £15,795) of these costs were covered by Obelisk Legal Support Solutions Limited by way of a donation to the charity. A further donation of £nil (2021, £5,000) was received from them. One of the directors of the company is a Trustee of the charity. There was a balance of £2,500 (2021, £115) due from Obelisk Legal Support Solutions at the year end in respect of a recharged cost. A notional rent of £3,840 is charged by Obelisk Legal Support Solutions Limited but is covered by a donation for this same amount.

**SPARK 21**

England & Wales - Charity number 1167825

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# Accounts

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**COMPANY REGISTRATION NUMBER: 09832061**  
**CHARITY REGISTRATION NUMBER: 1167825**

**Spark 21**  
**(a company limited by guarantee)**

**Unaudited Financial Statements**

**For the year ended 31 October 2021**

**Spark 21**  
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**Spark 21**  
**Reference and Administrative Details**  
**As at 31 October 2021**

**Trustees**

Ms D L Denis-Smith  
Ms H B Geffin  
Lady A P Neuberger  
Mr D J Standish  
Ms L Tremble

**Registered Office**

44 Southampton Buildings  
London  
WC2A 1AP

**Charity Registration Number**

1167825

**Company Registration Number**

09832061

**Other Working Names**

First 100 Years and Next 100 Years

**Independent Examiner**

Nina Rust FCCA  
N.TRUST Accountancy Ltd  
20 Clark Drive  
St Ives  
Cambridgeshire  
PE27 6AD

**Bankers**

Lloyds Bank  
1 Butler Place  
Westminster  
London  
SW1H 0PR

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2021**

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees Report, together with the unaudited financial statements for the year ending 31 October 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, 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 (FRS 102) (effective 1 January 2015).

### **Trustees**

All Trustees give their time voluntarily and receive no benefits from the Charity. The Trustees serving during the year and to the date of this report were as follows:

Daniela Denis-Smith (Dana Denis-Smith)  
Catherine Calder - resigned 20 August 2021  
David Standish  
Lisa Tremble  
Hayley Geffin - appointed 20 August 2021  
Lady Angela Neuberger - appointed 20 August 2021

### **Structure, Governance and Management**

#### **Governing document**

Spark 21 is a company limited by guarantee incorporated on 20 October 2015 and governed by its Articles of Association. Spark 21 is also a registered charity (1167825) - registration date being 23 June 2016.

#### **Appointment of new Trustees**

As set out in the Articles of Association any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of the Articles of Association, may be appointed to be a Trustee by a decision of the Trustees. The Board co-opts members during the year to ensure that the Board has a broad range of skills and experience; to facilitate trustee succession new trustees may be appointed annually by the members of the charitable company and serve for a period of three years but may be re-elected for a further 3 year term.

#### **Trustee recruitment and induction**

Trustees are recruited through professional, personal and member contacts. We aim to recruit people whose skills the Board have identified as needed. The Trustees endeavour to ensure there is an appropriate balance of skills, gender, age, race, disability, sexual orientation, culture, politics or religious belief.

New Trustees are given an induction pack on the Duties and Obligations of Charity Trustees to brief them on their legal obligations under the charity and company law, the Charity Commission guidance on public benefit and inform them of the content of the Articles of Association. We also regularly share trustee advice from law firms that can benefit the trustees in understanding their continuous obligations. Trustees are encouraged to attend appropriate external events and meetings where these will facilitate the undertaking of their role.

#### **Governance and organisational structure**

The Board of Trustees hold regular meetings either by conference call or in person. They are responsible for governing the affairs of Spark 21. The Trustees are also in regular contact between the meetings to agree on priorities to be addressed and, if needed, to organise ad hoc briefing calls for expediency. The Board agrees the strategic direction to ensure the organisation fulfills its objectives. It takes overall responsibility for ensuring that the financial, legal and contractual obligations of the Charity are met and that there are satisfactory systems and controls in place.

#### **Management**

Day to day management and decision making of the Charity is delegated to specific Trustees in order for the Charity's objectives to be met and ensure the smooth and effective running of the organisation. The Board may delegate specific actions and decisions to any of the Trustees, acting alone or together (and usually 2 trustees would be instructed), who will then report to the full Board.

#### **Related parties and co-operation with other organisations**

None of our Trustees receive remuneration or other benefit from their work with the Charity. Any connection between a trustee or senior manager of the Charity with service user, external contractor or supplier of services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year any such related party transactions have been fully disclosed to the full Board of Trustees.

All related party transactions are managed in accordance with the Charity's Articles of Association. All transactions and activities involving organisations in which a Trustee may have an interest are conducted at arm's length and in accordance with the Charity's financial and procurement procedures.

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2021**

**Use of volunteers**

Due to the small size of the charity, volunteers are recruited on a rolling-basis. Our volunteers are made up of different groups from university students to professionals. Similarly, we appoint professional champions to volunteer on a number of thematic committees relevant to the charity's objectives and they are provided with information packs, as well as ongoing communication.

**Objectives and activities**

**Achieving delivery of the charity's aims and public benefit**

Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this, and seek to demonstrate this within this report.

All our charitable activities focus on the advancement of education in the subject of women in the legal and other professions, to promote equality and diversity and in particular the elimination of discrimination on the ground of gender, and advance the arts, in particular but without limitation by commissioning, establishing, maintaining, publishing and performing (as applicable) works of art.

Our main activities and our beneficiaries are described below.

**Charitable activities in 2020/21**

The charity has taken the following activities in the financial year to 31 October 2021:

1. Events: we hosted a series of events, all online, including the annual Inspirational Women in Law Awards.
2. Annual Lecture: we launched a series of lectures, the Heilbron Lectures, and we hosted the inaugural lecture, delivered on the theme of "Freedom".
3. Book: produced and published a book, *In Her Words*, telling the story of women in law from around the world and how global pandemic affected them; the book had a print run of 1,000 copies.
4. Research: published the findings of a further survey of over 500 women in the profession about their experience as a woman in the legal sector and how the pandemic affected them as follow up to an earlier survey in May 2020.
5. Commissioned an exhibition based on the artwork produced in 2019 for the Supreme Court, for Courtroom 2, for display in Parliament Square part of a Westminster Council wider initiative to showcase the interiors of landmark buildings to encourage the return of visitors, post-pandemic.
6. Photography: commissioned a mosaic of the first woman solicitor, made up of over 1500 photographs of women from England and Wales taken during 2019 and 2020 face to face events to capture the face of women in the profession 100 years on from the Sex Disqualification (Removal) Act 1919, to be donated to the Law Society of England and Wales in 2022.
7. Films: commissioned the first series of short films, Next 100 Voices, focused on rising women leaders in law.
8. Report: co-created the *Women Who Will* report, featuring a Class of 2020 women change-makers in the legal sector, including some of the award winners in the Inspirational Women in Law awards.
9. Newsletter: we launched a monthly "Women in Law Who" newsletter, counting down to December 2022 - 100 years since the admission of the first female solicitors in England & Wales. Spotlighting female trailblazers in the law who are "shaping our present", "made our history", and "will change our future" with a subscription list of over 2,500.
10. Maintained the digital platforms The First 100 Years and Next 100 Years.
11. Maintained First 100 Years/ Next 100 Years social media presence and very strong media presence with a clear communications strategy, which performed very well.

**Achievements and performance**

The Charity's has achieved several landmarks – the main being that it has succeeded in reframing the conversation around women in law by focusing the celebration of their achievements around the period 1919-2019, followed by marking, in 2022, of the centenary of the first women qualifying as barristers and solicitors in England and Wales. Individually and through our supporting organisations – Bar Council, Law Society, CILEx and so on – we have reached an audience of thousands of legal professionals and students.

During the pandemic, we continued to deliver our activities online albeit on a scale down format given the challenges faced by all during this

In the financial year 2020-21:

1. Hosted (online) our fifth edition of the Inspirational Woman in Law award for women leaders, bringing a younger generation into the project, an annual report, *Women Who Will*, was also launched with a roll call of women changing the legal profession, and providing an annual review of changes for women in the legal sector
2. Delivered event presentations (online) on various topics, including the power of role models as well as about the importance of recording female lives and achievements as inspiration for younger generations.
3. Launched and delivered the Heilbron Lecture series, platforming women legal experts discussing big themes of our times.
4. Our exhibition of the artwork donated to the Supreme Court, *Legacy by Catherine Yass*, went on display in Parliament Square from September 2021

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2021**

**Financial review**

**Financial statements**

The Financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and reporting by Charities" 2015 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

**Statement of Financial Activities**

The Statement of Financial Activities is shown on page 7 with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year was £41,555. The total expenditure for the year was £82,416.

**Principal funding sources**

The Charity is dependent upon grants, donations from individual donors and institutions. The year under review was adversely affected by the Covid-19 pandemic.

**Balance Sheet**

The above result led to a deficit of £14,584, which has produced a combined fund balance of £22,690 at the year-end. An analysis of the funds can be found in note 7.

**Investment Policy**

Under the Articles of Association, the Charity has the power to invest in any way the Trustees shall think fit. In conjunction with its reserve policies, the aim of the Charity, the Trustees can borrow or raise and secure the payment of money for any purpose including for the purposes of investment or of raising funds, including charging property as security for the repayment of money borrowed or as security for a grant or the discharge of an obligation. The Trustees can also set aside funds for special purposes or as reserves against future expenditure. The Trustees can invest the Charity's money not immediately required for its objects in or upon any investments, securities, or property; arrange for investments or other property of the Charity to be held in the name of a nominee or nominees and pay any reasonable fee required. The Trustees can also delegate decisions in respect of investments to an external financial advisor.

**Risk Management**

The Trustees have assessed the major risks to which the Charity is exposed, in particular those relating to the operation and finances of the Charity. Systems are in place to minimise exposure to the major risks, with a risk management register being in place and reviewed at least annually by the Trustees.

**Reserves**

Funds are normally being built up for ongoing and future activities.

**Plans for future periods**

The Charity's plans for 2021/22 continue to focus on the delivery of the Next 100 Years project as well as to use materials created by the First 100 Years project to educate, celebrate and inspire generations of women in law as we enter the centenary year of women qualifying in England and Wales in 2022.

Our main areas of focus are:

1. Continuing to organise events and champion the role of women in law, including the annual Inspirational Women in Law awards.
2. Continue to collaborate with partner organisations to advance the charity's objectives.
3. Deliver the anniversary year 2022 through the Next 100 Years, including ensuring wide exposure for our print & display exhibition, our podcast series and our books and films.
4. Filming and editing more videos of stories of women in law under the Next 100 Years "Next 100 Voices" video series.
5. Continue to organise the Heilbron Lectures series.
6. Continue to run the Next 100 Years campaign.

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2021**

**Statement of Trustees Responsibilities**

The Trustees (who are also the directors of Spark 21 for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to

- \* select suitable accounting policies and then apply them consistently;
- \* observe the methods and principles in the Charity SORP 2015 FRS102;
- \* make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and;
- \* prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

ON BEHALF OF THE BOARD:



**Mr D J Standish**  
**Trustee**

**Spark 21**  
**Company Limited by Guarantee**  
**Independent Examiner's Report to the trustees of Spark 21**

I report on the accounts for the company for the year ended 31 October 2021, which are set out on pages 7 to 12.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b)

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

**Nina Rust**  
**N.TRUST Accountancy Limited**  
**20 Clark Drive**  
**St Ives**  
**Cambridgeshire**  
**PE27 6AD**

**Spark 21**  
**Company Limited by Guarantee**  
**Statement of Financial Activities**  
**(incorporating income and expenditure account)**  
**Year ended 31 October 2021**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	2021 £	2021 £	2021 £	2020 £
<b>Income</b>	3				
Donations and legacies		26,308	-	26,308	13,772
Charitable activities		2,476	-	2,476	14,573
Other trading activities		12,800	-	12,800	54,050
Investment		1	-	1	21
<b>Total income</b>		<b>41,585</b>	<b>-</b>	<b>41,585</b>	<b>82,416</b>
<b>Expenditure</b>	4				
Raising funds		-	-	-	-
Charitable activities		54,819	-	54,819	129,445
Other		1,350	-	1,350	1,250
<b>Total expenditure</b>		<b>56,169</b>	<b>-</b>	<b>56,169</b>	<b>130,695</b>
<b>Net income/(expenditure)</b>		<b>(14,584)</b>	<b>-</b>	<b>(14,584)</b>	<b>(48,279)</b>
Balances at 1 November 2020		37,274	-	37,274	85,553
<b>Balances at 31 October 2021</b>		<b>22,690</b>	<b>-</b>	<b>22,690</b>	<b>37,274</b>

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Balance Sheet**  
**as at 31 October 2021**

	Notes	£	2021 £	£	2020 £
<b>Current assets</b>					
Stock		10,112		9,017	
Debtors	5	9,055		4,684	
Cash at bank and in hand		<u>5,050</u>		<u>29,453</u>	
		<b>24,217</b>		<b>43,154</b>	
<b>Creditors: amounts falling due within one year</b>					
	6	<u>(1,527)</u>		<u>(5,880)</u>	
			<b>22,690</b>		<b>37,274</b>
<b>Net assets</b>					
			<u><b>22,690</b></u>		<u><b>37,274</b></u>
<b>Funds</b>					
Restricted	7		-		-
Unrestricted			<b>22,690</b>		<b>37,274</b>
			<u><b>22,690</b></u>		<u><b>37,274</b></u>

For the year ending 31 October 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 SORP.

These financial statements were approved by the board of trustees and authorised for issue on \_\_\_\_\_, and signed on behalf of the board by:



**Ms D L Denis-Smith**  
Trustee

**Company Number 09832061**

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts**  
**Year ended 31 October 2021**

**1 Accounting policies**

**Accounting convention**

These accounts have been prepared under the historical cost convention with items recognised at cost for transaction value unless otherwise stated in the relevant note to these accounts.

These financial statements have been prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and with the Charities Act 2011.

**Incoming resources**

All incoming resources are included in the statements of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted services. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities and the sale of donated goods.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

**Governance and support costs**

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources.

**Stock**

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

**Debtors and Creditors**

Debtors and creditors are recognised at their settlement value and are all receivable/payable within one year.

**Financial instruments**

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2021**

**2 Directors' Remuneration and Expenses**

The directors received no remuneration during the year and were not reimbursed for any expenses.  
The company has no employees.

**3 Income**

	Unrestricted £	Restricted £	2021 £	2020 Unrestricted £
<b>Donations and legacies</b>				
Donations including Gift Aid	22,468	-	22,468	9,932
Notional rent	3,840	-	3,840	3,840
	<u>26,308</u>	<u>-</u>	<u>26,308</u>	<u>13,772</u>
<b>Charitable activities</b>				
Conferences	-	-	-	-
Other activities	2,476	-	2,476	14,573
	<u>2,476</u>	<u>-</u>	<u>2,476</u>	<u>14,573</u>
<b>Other trading activities</b>				
Sponsorship	<u>12,800</u>	<u>-</u>	<u>12,800</u>	<u>54,050</u>
<b>Investment</b>				
Interest received	<u>1</u>	<u>-</u>	<u>1</u>	<u>21</u>

**4 Total expenses**

	Basis of allocation	Raising funds £	Charitable activities £	Other £	2021 Total £	2020 Total £
<b>Costs directly allocated to activities</b>						
Charity objectives	Direct	-	47,695	-	47,695	116,248
Other/governance costs	Direct	-	7,124	1,350	8,474	14,447
		<u>-</u>	<u>54,819</u>	<u>1,350</u>	<u>56,169</u>	<u>130,695</u>

An accrual of £650 has been included in the accounts for the year in respect of the independent examiner's fee (2020, £600).

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2021**

**4 Total expenses (continued)**

<b>Expenditure on charitable activities</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Wages, salaries and staffing costs	18,902	6,681
Notional rent	3,840	3,840
Insurance	151	151
General expenses	89	566
Other motor and travel	-	1,986
Bank charges and currency costs	25	181
Consulting and legal	-	5,450
Film production and other event costs	28,794	104,117
Postage freight and courier	11	938
Donations	-	1,000
IT software and consumables	3,008	4,535
	<b>54,819</b>	<b>129,445</b>

**Other expenses**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Accountancy fees	700	650
Independent Examination	650	600
	<b>1,350</b>	<b>1,250</b>

**5 Debtors**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Trade debtors	3,360	-
Social security and other taxes	-	399
Other debtors and prepayments	5,695	4,285
	<b>9,055</b>	<b>4,684</b>

**6 Creditors: amounts falling due within one year**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Trade creditors	131	3,339
Social security and other taxes	-	-
Accruals & other creditors	1,396	2,541
	<b>1,527</b>	<b>5,880</b>

**7 Unrestricted funds**

	<b>Movement in Resources</b>			<b>Balance 31 October 2021</b>
	<b>Balance 1 November 2020</b>	<b>Incoming</b>	<b>Outgoings</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General fund	<b>37,274</b>	<b>41,585</b>	<b>56,169</b>	<b>22,690</b>

**8 Legal status**

The charity is a company limited by guarantee and has no share capital.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2021**

**9 Related party transactions**

During the year the charity incurred wages costs totalling £18,901 (2020, £9,335 was paid). £15,795 of these costs were waived by Obelisk Legal Support Solutions Limited by way of a donation to the charity. A further donation of £5,000 was received from them. One of the directors of the company is a Trustee of the charity. There was a balance of £115 due from Obelisk Legal Support Solutions at the year end in respect of a recharged cost.

**SPARK 21**

England & Wales - Charity number 1167825

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# Accounts

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**COMPANY REGISTRATION NUMBER: 09832061**  
**CHARITY REGISTRATION NUMBER: 1167825**

**Spark 21**  
**(a company limited by guarantee)**

**Unaudited Financial Statements**

**For the year ended 31 October 2020**

**Spark 21**  
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**Spark 21****Reference and Administrative Details****As at 31 October 2020****Trustees**

Mrs C M Calder  
Ms D L Denis-Smith  
Mr D J Standish  
Ms L Tremble

**Registered Office**

44 Southampton Buildings  
London  
WC2A 1AP

**Charity Registration Number**

1167825

**Company Registration Number**

09832061

**Other Working Names**

First 100 Years and Next 100 Years

**Independent Examiner**

Nina Rust FCCA  
N TRUST Accountancy Ltd  
20 Clark Drive  
St Ives  
Cambridgeshire  
PE27 6AD

**Bankers**

Lloyds Bank  
1 Butler Place  
Westminster  
London  
SW1H 0PR

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2020**

The Trustees (who are also directors of the charitable company for the purposes of the Companies Act 2006) are pleased to present their annual Trustees Report, together with the unaudited financial statements for the year ending 31 October 2020, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

**Trustees**

All Trustees give their time voluntarily and receive no benefits from the Charity. The Trustees serving during the year and to the date of this report were as follows:

Daniela Denis-Smith (Dana Denis-Smith)

Catherine Calder

David Standish

Lisa Tremble

**Structure, Governance and Management**

**Governing document**

Spark 21 is a company limited by guarantee incorporated on 20 October 2015 and governed by its Articles of Association. Spark 21 is also a registered charity (1167825) - registration date being 23 June 2016.

**Appointment of new Trustees**

As set out in the Articles of Association any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of the Articles of Association, may be appointed to be a Trustee by a decision of the Trustees. The Board co-opts members during the year to ensure that the Board has a broad range of skills and experience; to facilitate trustee succession new trustees may be appointed annually by the members of the charitable company and serve for a period of three years but may be re-elected for a further 3 year term.

**Trustee recruitment and induction**

Trustees are recruited through professional, personal and member contacts. We aim to recruit people whose skills the Board have identified as needed. The Trustees endeavour to ensure there is an appropriate balance of skills, gender, age, race, disability, sexual orientation, culture, politics or religious belief.

New Trustees are given an induction pack on the Duties and Obligations of Charity Trustees to brief them on their legal obligations under the charity and company law, the Charity Commission guidance on public benefit and inform them of the content of the Articles of Association. We also regularly share trustee advice from law firms that can benefit the trustees in understanding their continuous obligations. Trustees are encouraged to attend appropriate external events and meetings where these will facilitate the undertaking of their role.

**Governance and organisational structure**

The Board of Trustees hold regular meetings either by conference call or in person. They are responsible for governing the affairs of Spark 21. The Trustees are also in regular contact between the meetings to agree on priorities to be addressed and, if needed, to organise ad hoc briefing calls for expediency. The Board agrees the strategic direction to ensure the organisation fulfills its objectives. It takes overall responsibility for ensuring that the financial, legal and contractual obligations of the Charity are met and that there are satisfactory systems and controls in place.

**Management**

Day to day management and decision making of the Charity is delegated to specific Trustees in order for the Charity's objectives to be met and ensure the smooth and effective running of the organisation. The Board may delegate specific actions and decisions to any of the Trustees, acting alone or together (and usually 2 trustees would be instructed), who will then report to the full Board.

**Related parties and co-operation with other organisations**

None of our Trustees receive remuneration or other benefit from their work with the Charity. Any connection between a trustee or senior manager of the Charity with service user, external contractor or supplier of services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year any such related party transactions have been fully disclosed to the full Board of Trustees.

All related party transactions are managed in accordance with the Charity's Articles of Association. All transactions and activities involving organisations in which a Trustee may have an interest are conducted at arm's length and in accordance with the Charity's financial and procurement procedures.

## **Spark 21**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Directors' Report)**

**Year ended 31 October 2020**

#### **Use of volunteers**

Due to the small size of the charity, volunteers are recruited on a rolling-basis. Our volunteers are made up of different groups from university students to professionals. Similarly, we appoint professional champions to volunteer on a number of thematic committees relevant to the charity's objectives and they are provided with information packs, as well as ongoing communication.

#### **Objectives and activities**

##### **Achieving delivery of the charity's aims and public benefit**

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. We believe that we have complied with this, and seek to demonstrate this within this report.

All our charitable activities focus on the advancement of education in the subject of women in the legal and other professions, to promote equality and diversity and in particular the elimination of discrimination on the ground of gender, and advance the arts, in particular but without limitation by commissioning, establishing, maintaining, publishing and performing (as applicable) works of art.

Our main activities and our beneficiaries are described below.

##### **Charitable activities in 2019/20**

The Covid19 pandemic has made fundraising more challenging during 2020 due to the restrictions around events and other gatherings at which the Charity would have had a presence. This has not, however, prevented the Charity from pursuing its objectives generally in the year, and it is hoped that fundraising will pick up again as the Covid19 restrictions are eased.

The charity has taken the following activities in the financial year to 31 October 2020:

1. Events: we have hosted a series of events including film premieres of the biographical videos recorded of pioneering women in the profession, and 'centenary parties', created as a year-long festival in 2019, hosted by law firms and professional organisations, with the last taking place online in September 2020.
2. Podcast: Created and released a series of podcasts that explore the centenary decade-by-decade featuring practitioners and academics.
3. Book: Commissioned, produced and published a book: FIRST: 100 Years of Women in Law telling the stories of the pioneering women who shaped the legal profession, sold or donated nearly 2000 copies. A further book, In Her Words, was commissioned during 2020 and scheduled to be published in the next financial year (June 2021) with a print run of 1,000 copies.
4. Research: Surveyed over 850 women in the profession about their experience as a woman in the legal sector and how the pandemic affected them and publicised the findings.
5. Commissioned the first piece of artwork to feature women other than the Queen for the Supreme Court, for Courtroom 2, which saw the first female majority sitting in October 2018. Whilst the majority of the work was carried out in 2019, the unveiling was hosted in this financial year (December 2019).
6. Commissioned a piece of music, composed by Charlotte Bray, to celebrate the centenary. The premiere of the piece was also planned for this financial year (December 2019).
7. Photography: Photographed over 1500 women and men in 23 locations around the world to capture the face of women in the profession 100 years on from the Sex Disqualification (Removal) Act 1919.
8. Maintained the digital platform: The First 100 Years and launched Next 100 Years in March 2020, as a new platform and campaign.
9. Maintained First 100 Years/ Next 100 Years social media presence and very strong media presence with a clear communications strategy, which performed very well.
10. Organised a number of social media campaigns to promote the First 100 Years digital archive and in particular, the stories of legal pioneers through the #legallyhers campaign.

##### **Achievements and performance**

The Charity has achieved a number of landmarks – the main being that it has succeeded in reframing the conversation around women in law by focusing the celebration of their achievements around the period 1919-2019. Individually and through our supporting organisations – Bar Council, Law Society, CILEx and so on – we have reached an audience of thousands of legal professionals and students.

In the financial year 2019-20 the charity:

1. Hosted our fourth edition of the Inspirational Woman in Law award for women leaders, bringing a younger generation into the project;
2. Hosted a unique and very high profile event unveiling the artwork commissioned to be donated to the UK Supreme Court in the presence of senior members of the legal profession as well as the media;
3. Delivered event presentations on various topics, including the power of role models as well as about the importance of recording female lives
4. Hosted numerous film premieres as part of the centenary celebrations of women in law during 2019 and the early part of 2020
5. Our print & display exhibition 1919-2019 toured across the UK during 2019-20 with over 2,000,000 visits achieved

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2020**

**Financial review**

**Financial statements**

The Financial statements, including the notes, have been prepared in compliance with the Statement of Recommended Practice (SORP) "Accounting and reporting by Charities" 2015 (FRS 102). The analysis of income and expenditure reflects the classification of activities, together with costs relating to administration.

**Statement of Financial Activities**

The Statement of Financial Activities is shown on page 7 with a more detailed analysis of income and expenditure within the notes to the financial statements. The total income for the year was £82,416. The total expenditure for the year was £130,695.

**Principal funding sources**

The Charity is dependent upon grants, donations from individual donors and institutions.

**Balance Sheet**

The above result led to a deficit of £48,279, which has produced a combined fund balance of £37,274 at the year-end. An analysis of the funds can be found in note 7.

**Investment Policy**

Under the Articles of Association, the Charity has the power to invest in any way the Trustees shall think fit. In conjunction with its reserve policies, the aim of the Charity, the Trustees can borrow or raise and secure the payment of money for any purpose including for the purposes of investment or of raising funds, including charging property as security for the repayment of money borrowed or as security for a grant or the discharge of an obligation. The Trustees can also set aside funds for special purposes or as reserves against future expenditure. The Trustees can invest the Charity's money not immediately required for its objects in or upon any investments, securities, or property, arrange for investments or other property of the Charity to be held in the name of a nominee or nominees and pay any reasonable fee required. The Trustees can also delegate decisions in respect of investments to an external financial advisor.

**Risk Management**

The Trustees have assessed the major risks to which the Charity is exposed, in particular those relating to the operation and finances of the Charity. Systems are in place to minimise exposure to the major risks, with a risk management register being in place and reviewed at least annually by the Trustees.

**Reserves**

Funds are normally being built up for ongoing and future activities.

**Plans for future periods**

The Charity's plans for 2020/21 continue to focus on the delivery of the First 100 Years project, which is a five-year project

Our main areas of focus are:

1. Continuing to organise events and champion the role of women in law, including the flagship one day conference Spark21;
2. Continue to collaborate with partner organisations to advance the charity's objectives;
3. Deliver the anniversary year 2022 through the Next 100 Years, including ensuring wide exposure for our print & display exhibition, our podcast series and our books and films;
4. Filming and editing more videos of stories of women in law under the Next 100 Years Leadership Talks video series;
5. Running the Inspirational Women in Law awards;
6. Support and collaborate with other arts projects that promote women artists;
7. Continue to run the Next 100 Years campaign.

**Spark 21**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Directors' Report)**  
**Year ended 31 October 2020**

**Statement of Trustees Responsibilities**

The Trustees (who are also the directors of Spark 21 for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to

- \* select suitable accounting policies and then apply them consistently;
  - \* observe the methods and principles in the Charity SORP 2015 FRS102;
  - \* make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and;
- \* prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

ON BEHALF OF THE BOARD



Mr D J Standish  
Trustee

19 July 2021

**Spark 21**  
**Company Limited by Guarantee**  
**Independent Examiner's Report to the trustees of Spark 21**

I report on the accounts for the company for the year ended 31 October 2020, which are set out on pages 7 to 12.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b)

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



**Nina Rust**  
**N.TRUST Accountancy Limited**  
**20 Clark Drive**  
**St Ives**  
**Cambridgeshire**  
**PE27 6AD**

19 July 2021

**Spark 21**  
**Company Limited by Guarantee**  
**Statement of Financial Activities**  
**(incorporating income and expenditure account)**  
**Year ended 31 October 2020**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	2020 £	2020 £	2020 £	2019 £
<b>Income</b>	3				
<b>Donations and legacies</b>		13,772	-	13,772	50,704
<b>Charitable activities</b>		14,573	-	14,573	9,421
<b>Other trading activities</b>		54,050	-	54,050	109,200
<b>Investment</b>		21	-	21	43
<b>Total income</b>		<u>82,416</u>	<u>-</u>	<u>82,416</u>	<u>169,368</u>
<b>Expenditure</b>	4				
<b>Raising funds</b>		-	-	-	-
<b>Charitable activities</b>		129,445	-	129,445	133,307
<b>Other</b>		1,250	-	1,250	1,250
<b>Total expenditure</b>		<u>130,695</u>	<u>-</u>	<u>130,695</u>	<u>134,557</u>
<b>Net income/(expenditure)</b>		<u>(48,279)</u>	<u>-</u>	<u>(48,279)</u>	<u>34,811</u>
Balances at 1 November 2019		85,553	-	85,553	50,742
<b>Balances at 31 October 2020</b>		<u>37,274</u>	<u>-</u>	<u>37,274</u>	<u>85,553</u>

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Balance Sheet**  
**as at 31 October 2020**

	Notes	£	2020 £	£	2019 £
<b>Current assets</b>					
Stock		9,016		21,826	
Debtors	5	4,684		19,616	
Cash at bank and in hand		<u>29,453</u>		<u>89,007</u>	
		43,153		130,449	
<b>Creditors: amounts falling due within one year</b>					
	6	<u>(5,880)</u>		<u>(44,896)</u>	
			37,274		85,553
<b>Net assets</b>			<u>37,274</u>		<u>85,553</u>
<b>Funds</b>					
Restricted	7		-		-
Unrestricted			37,274		85,553
			<u>37,274</u>		<u>85,553</u>

For the year ending 31 October 2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.


The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 SORP.

These financial statements were approved by the board of trustees and authorised for issue on 19 July 2021 and signed on behalf of the board by:

**Ms D L Denis-Smith**  
Trustee



**Company Number 09832061**

The notes on pages 9 to 12 form part of these financial statements.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts**  
**Year ended 31 October 2020**

**1 Accounting policies**

**Accounting convention**

These accounts have been prepared under the historical cost convention with items recognised at cost for transaction value unless otherwise stated in the relevant note to these accounts.

These financial statements have been prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and with the Charities Act 2011.

**Incoming resources**

All incoming resources are included in the statements of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted services. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities and the sale of donated goods.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

**Governance and support costs**

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources.

**Stock**

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

**Debtors and Creditors**

Debtors and creditors are recognised at their settlement value and are all receivable/payable within one year.

**Financial instruments**

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2020**

**2 Directors' Remuneration and Expenses**

The directors received no remuneration during the year and were not reimbursed for any expenses.  
The company has no employees.

**3 Income**

	Unrestricted £	Restricted £	2020 £	2019 Unrestricted £
<b>Donations and legacies</b>				
Donations including Gift Aid	9,932	-	9,932	46,864
Notional rent	3,840	-	3,840	3,840
	<u>13,772</u>	<u>-</u>	<u>13,772</u>	<u>50,704</u>
<b>Charitable activities</b>				
Conferences	-	-	-	5,608
Other activities	14,573	-	14,573	3,813
	<u>14,573</u>	<u>-</u>	<u>14,573</u>	<u>9,421</u>
<b>Other trading activities</b>				
Sponsorship	<u>54,050</u>	<u>-</u>	<u>54,050</u>	<u>109,200</u>
<b>Investment</b>				
Interest received	<u>21</u>	<u>-</u>	<u>21</u>	<u>43</u>

**4 Total expenses**

	Basis of allocation	Raising funds £	Charitable activities £	Other £	2020 Total £	2019 Total £
<b>Costs directly allocated to activities</b>						
Charity objectives	Direct	-	116,248	-	116,248	123,670
Other/governance costs	Direct	-	13,197	1,250	14,447	10,887
		<u>-</u>	<u>129,445</u>	<u>1,250</u>	<u>130,695</u>	<u>134,557</u>

An accrual of £600 has been included in the accounts for the year in respect of the independent examiner's fee (2019, £600).

**Spark 21**  
**Company Limited by Guarantee**  
**Notes to the Accounts Continued**  
**Year ended 31 October 2020**

**4 Total expenses (continued)**

<b>Expenditure on charitable activities</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Wages, salaries and staffing costs	6,681	11,850
Notional rent	3,840	3,840
Insurance	151	147
General expenses	566	85
Other motor and travel	1,986	3,040
Bank charges and currency costs	181	284
Consulting and legal	5,450	4,614
Film production and other event costs	104,117	107,416
Postage freight and courier	938	260
Donations	1,000	315
IT software and consumables	4,535	1,456
	<b>129,445</b>	<b>133,307</b>

**Other expenses**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Accountancy fees	650	650
Independent Examination	600	600
	<b>1,250</b>	<b>1,250</b>

**5 Debtors**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Trade debtors	-	8,640
Social security and other taxes	399	1,811
Other debtors and prepayments	4,285	9,165
	<b>4,684</b>	<b>19,616</b>

**6 Creditors: amounts falling due within one year**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,339	21,136
Social security and other taxes	-	-
Accruals & other creditors	2,541	23,760
	<b>5,880</b>	<b>44,896</b>

**7 Unrestricted funds**

	<b>Movement in Resources</b>			<b>Balance 31 October 2020</b>
	<b>Balance 1 November 2019</b>	<b>Incoming</b>	<b>Outgoings</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	
General fund	<b>85,553</b>	<b>82,416</b>	<b>130,695</b>	<b>37,274</b>

**8 Legal status**

The charity is a company limited by guarantee and has no share capital.

**Spark 21****Company Limited by Guarantee****Notes to the Accounts Continued****Year ended 31 October 2020****9 Related party transactions**

During the year the charity paid £9,335 (2020, £20,565) to Obelisk Legal Support Solutions Limited by way of reimbursement of charity costs paid on behalf of the charity by Obelisk Legal Support Solutions Limited. One of the directors of the company is a Trustee of the charity. There was no outstanding balance at the year end.