

Company registration number: 09832061
Charity registration number: 1167825

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

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

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

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**

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

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).

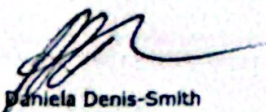
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources 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 any time 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

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").

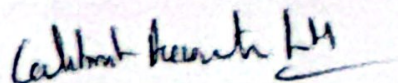
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act").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

		5 April 2025	5 April 2024
		Unrestricted funds	Unrestricted funds
	Notes	£	£
INCOME AND ENDOWMENTS FROM:			
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
		<u>67,991</u>	<u>71,353</u>
EXPENDITURE ON:			
Raising funds	4	(48,312)	(53,959)
Charitable activities:	4		
NET INCOME		<u>19,679</u>	<u>17,394</u>
		<u>19,679</u>	<u>17,394</u>
NET MOVEMENT IN FUNDS		<u>19,679</u>	<u>17,394</u>
RECONCILIATION OF FUNDS:			
Total funds brought forward		21,381	3,987
TOTAL FUNDS CARRIED FORWARD	12	<u>41,060</u>	<u>21,381</u>

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	£	£
CURRENT ASSETS			
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>
 Creditors: Amounts Falling Due Within One Year	 11	 (10,014)	 (16,602)
 NET CURRENT ASSETS (LIABILITIES)		 <u>41,060</u>	 <u>21,381</u>
 TOTAL ASSETS LESS CURRENT LIABILITIES		 <u>41,060</u>	 <u>21,381</u>
 NET ASSETS		 <u>41,060</u>	 <u>21,381</u>
 FUNDS OF THE CHARITY			
Unrestricted Funds		<u>41,060</u>	<u>21,381</u>
 TOTAL FUNDS	 12	 <u>41,060</u>	 <u>21,381</u>

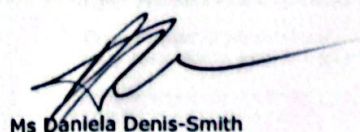
For the year ending 5 April 2025 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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

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 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.

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 cost 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

	5 April 2025	5 April 2024
	Unrestricted funds	Unrestricted funds
	£	£
Interest from investments	667	92

4. Analysis of Expenditure

	5 April 2025	
	Activities undertaken directly	Support costs (see note 5)
	£	£
Raising funds	46,214	2,098

	5 April 2024	
	Activities undertaken directly	Support costs (see note 5)
	£	£
Raising funds	51,439	2,520

5. Support Costs

	5 April 2025
	Raising funds
	£
General administration	2,098

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

	5 April 2024
	Raising funds
	£
General administration	2,520

6. Independent Examiner's Remuneration

	5 April 2025	5 April 2024
	£	£
Independent examination of the financial statements	650	690

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:

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

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

	5 April 2025	5 April 2024
	£	£
Stock	250	500

10. Debtors

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

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
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	21,381	67,991	(48,312)	41,060
Total funds	<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
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	3,987	71,353	(53,959)	21,381
Total funds	<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.