

# SECURITYWOMEN

England & Wales · Charity number 1169486

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2016-10-04

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

## Contact

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**Address** 70 Lexington Apartments  
40 City Road  
London  
EC1Y 2AN

**Phone** 07710245445

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

**Website** [www.securitywomen.org](http://www.securitywomen.org)

## Activities

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**Objects:** - TO PROVIDE INFORMATION RELATING TO, AND PROMOTE THE PUBLIC AWARENESS OF, GENDER EQUALITY IN SECURITY SECTOR INSTITUTIONS AROUND THE WORLD, INCLUDING THE POLICE AND THE MILITARY.- TO RESEARCH INTO, AND MONITOR, THE STATE OF GENDER EQUALITY IN SECURITY SECTOR INSTITUTIONS.- TO PROMOTE GENDER EQUALITY IN SECURITY SECTOR INSTITUTIONS.

**Activities:** SecurityWomen operates on an educational basis and promotes awareness of gender equality in the security sector through gathering of data and research, and publicising through our website ([www.securitywomen.org](http://www.securitywomen.org)), app and social media and through other media events and platforms.

## Classification

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- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

## Geography

- Rwanda
- South Africa
- United States
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£10,061	£1,147	-	-
2024-08-31	£19,203	£11,613	-	-
2023-08-31	£28	£4,194	-	-
2022-08-31	£12	£1,134	-	-
2021-08-31	£30	£1,335	-	-
2020-08-31	£3,405	£5,652	-	-

## Trustees

Name	Role	Appointed
<b>BARBARA CLEARY</b>	Chair	2018-07-30
Edward Humpherson		2024-12-04
Kurt Eyre		2020-09-11
Rachel Grimes MBE		2021-09-29
Suzanne Concannon		2024-12-04
<b>TERRI MCNERNEY</b>		2016-07-02

**SECURITYWOMEN**

England & Wales - Charity number 1169486

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# Accounts

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## **SecurityWomen: Annual Report**

September 2024 - August 2025

Welcome to SecurityWomen's Annual Report 2025, which gives an account of the work and achievements of the charity, the challenges, and our vision for a better future.

SecurityWomen (SW) gained UK charitable status as a Charitable Incorporated Organisation in October 2016. The Registration Number is 1169486.

### **The registered address is:**

70 Lexington, 40 City Road, London EC1Y 2AN

### **Our trustees are:**

Barbara Cleary – Chair

Suzanne Concannon - Financial Trustee

Kurt Eyre

Lt Col (Rtd) Rachel Grimes MBE

Ed Humpherson

Terri McNerney

James Geer - legal advisor and Associate Trustee

SecurityWomen is registered as a 501(c)3 nonprofit corporation (EIN 82-4491639) in the US (since January 2018). The UK Board and US Board (Celisa Lehew and Ronald Risdon) meet jointly.

During the year we said goodbye to Carolyn Hall who has been a valued trustee since the inception of SecurityWomen, and David Chitty, previously our financial trustee. Ulrike Theuerkauf has stepped down temporarily over potential conflicts of interest regarding a joint research project with the University of East Anglia. We look forward to welcoming Uli back.

Thanks are given to Joy Lall, Nicole Lefort and Brenda Oppermann, our US colleagues who served on the US Board of Directors and stepped down during the year.

Work was carried out on a 5-year strategic work plan which was agreed by the Board at the beginning of 2025.

## **Mission and Purpose**

SW is an advocacy and research organisation which seeks women's greater participation in all aspects of the security sector – policing, defence forces, UN peacekeeping, private security and cyber-security – on a global basis, in what is a very male dominated environment. The premise is that a better security for all is achieved when the makeup of security personnel reflects the composition of society. A greater gender balance may also help deter violence and escalation to conflict.

SW operates on an educational basis and aims to provide information relating to, and promote awareness of, gender equality in the security sector to the public and private sectors, government and the wider community. This is done through gathering of information from around the world, publicising through the SW website (<https://www.securitywomen.org>), social media, and other media events and platforms.

SW aims to highlight the importance of women's rights within this sector which has extreme occupational segregation of women and men. SW also carries out evidence-based research into, and monitors, the state of gender equality in security sector organisations, both state-sponsored and in private security.

## **Activities and Achievements**

In September 2024, SW organised a virtual event at the UN Summit of the Future. It was entitled: 'A Key to Peace: More Women in Peacekeeping'. The recording of this event is on the SW website.

In October, SW attended the International Association of Chiefs of Police (IACP) Annual Conference and Exhibition in Boston USA. It provided an opportunity to network and for trustees and research associates to meet in person.

SW also attended the launch of the groundbreaking UN report 'Equal Opportunities for Women in the Defence Sector' at the German Mission to the UN in New York which highlighted research undertaken showing the imperative of gender equality for peace and security outcomes, yet the continuing barriers that women face to their recruitment, retention and career development at all levels in security institutions. There was a panel of inspiring female military leaders and UN videos – part of the UN campaign 'Breaking Barriers, Building Peace'.

SW's Director gave a talk to Master's students at the University of New York in October 2024, entitled 'Why the UN needs a feminist woman Secretary-General'.

In the same month, the International Peace Institute (IPI) held its Gender and Peace Operations Research Conference in which SW actively participated.

At an informal dialogue with Ms Waly, UNODC Executive Director, SW was able to ask the following question: What are your successes in achieving greater gender equality in the defence and security sector? Her response was positive and supportive of women's greater participation in security and defence.

In May 2025, SW held a hybrid panel event in partnership with the Philippines, at the UNODC's 34<sup>th</sup> Commission on Crime Prevention & Criminal Justice in Vienna. The topic was around the Challenges, Opportunities and Experiences for Women in Policing working in the Digital Age.

In June 2025, SW attended a London conference entitled 'Climate destabilisation and Security' organised by RUSI and TMP.

SW participated in an FCDO consultation on the 25<sup>th</sup> anniversary of UN SCR 1325 in London. This was followed a few weeks later by an MOD consultation on the same topic and looking at the UK's National Action Plan on Women Peace and Security.

In July 2025, SW's director was invited to participate in a roundtable event entitled Geopolitics and Women Peace and Security organised by the Centre for Geopolitics at the University of Cambridge.

Also in July, SW, together with Dr Georgina Holmes from the Open University, organised a Workshop: 'Enhancing the Recruitment and Retention of Women in the UK Armed Forces' with the MOD in Whitehall, London. This was organised in light of the recent Strategic Defence Review and the long-standing challenges in personnel recruitment. A summary report was shared with the MOD.

Another area in which SW has become active is looking at Clothing and Armour Fit Issues in Defence and Security Forces. SW contributed to a survey by the British Standards Institute and was invited to contribute to discussions and podcasts on inclusive protective clothing run by the PCIAW (Professional Clothing Industry Association Worldwide).

This year, we have undertaken extensive work to update and progress the National Action Plans (NAPs) for WPS. Also, we have updated our data sources on the website for monitoring purposes.

## **Research**

1. Further to a series of workshops held last year to scope out the research remit, our research project, '*Perceptions of Women in Armed Forces in the UK, Ukraine and Colombia in a cross-country comparison*' in collaboration with the University of East Anglia (UEA) has evolved and we are now waiting for news of a funding bid.
2. Building on the work carried out last year by our UEA intern, Woraphat Ditpan, we have continued to work on the role of Women-only Police Stations (WoPS), in particular, how female police officers' careers are advanced and impacted by working in WoPS. We have partnered with the Red Dot Foundation and the SGT University, Haryana, to assist in carrying out the pilot study.

## **Personnel**

As stated, SW is a Charitable Incorporated Organisation. It has an Executive Director, Dr Juliet Colman and together with SW Chair, Barbara Cleary, we are extremely fortunate to have a team of well-qualified and enthusiastic volunteers and research associates:

We are most grateful for all the hard work of our research associates bringing different perspectives from various countries around the world:

Augustine Aboh	Vivian Chang
Yumna Azeez	Rebecca Manson
Natasha Chavez	Florina-Marieta Neagu
Jolie Pont	Laura Mitton
Asia Donati	Caroline Pinder
Mercedes Galeano	Stepanka Stastnikova
Winnie Gatsinzi	Laura-Jane Watkins
Cheryl Illingworth	Stephanie Wild
Nenpo Adelabu	Tanvi Joglekar
Henry Coker	Joy Tumwebaze
Nolliettie Chihana	Isabelle Regent
Lucy Ramsden	

Two students at the University of East Anglia were given internships: Phoebe Nicholls and Natalie Griffin and they remain with us as research associates.

SW holds a virtual team meeting once a month at a time when most research associates can attend. The guidance notes for SW and minutes of meetings are held on a Google drive for research associates to access.

In March 2025, Dr Georgina Holmes from the Open University gave a presentation to the research associates and trustees on her research into UN peacekeeping and the training undertaken by UK troops.

An exciting new development is through Winnie Gatsinzi who, together with Joy Tumwebaze, have expressed a wish to establish a SecurityWomen Chapter in Rwanda. Much work needs to be undertaken to register the organization in Rwanda, creating its website and building partnerships. We look forward to launching the new Chapter in 2026.

## **Next steps**

SW will aim to secure funding to establish proper resource for on-going work on website/app/social media maintenance, and for proposed research projects. SW will carry out its strategic plan and organise a series of events 2025/6. As mentioned, we will continue to strengthen and build capacity to do more and launch our first African chapter.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

A handwritten signature in black ink, appearing to read 'JAColman', written in a cursive style.

Juliet A Colman

Director, SecurityWomen

August 2025



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name <b>SecurityWomen</b>	No (if any) 1169486
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**CC16a**

## Receipts and payments accounts

For the period from	Period start date 01/09/2024	To	Period end date 31/08/2025
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Reimbursement of prior period expenses	-	-	-	-	-
Funding from governments	-	-	-	-	-
Voluntary Receipts	10,061	-	-	10,061	19,203
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>10,061</b>	<b>-</b>	<b>-</b>	<b>10,061</b>	<b>19,203</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>10,061</b>	<b>-</b>	<b>-</b>	<b>10,061</b>	<b>19,203</b>
<b>A3 Payments</b>					
Project expenditure	-	-	-	-	-
SW Conference	-	-	-	-	10,659
Administration of charitable activities	1,147	-	-	1,147	954
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>1,147</b>	<b>-</b>	<b>-</b>	<b>1,147</b>	<b>11,613</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>1,147</b>	<b>-</b>	<b>-</b>	<b>1,147</b>	<b>11,613</b>
<b>Net of receipts/(payments)</b>	<b>8,914</b>	<b>-</b>	<b>-</b>	<b>8,914</b>	<b>7,590</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	13,828	-	-	13,828	6,238
<b>Cash funds this year end</b>	<b>22,742</b>	<b>-</b>	<b>-</b>	<b>22,742</b>	<b>13,828</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Current account	22,742		-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>22,742</b>	<b>-</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
<b>B2 Other monetary assets</b>	<b>Details</b>	<b>Unrestricted funds to nearest £</b>	<b>Restricted funds to nearest £</b>	<b>Endowment funds to nearest £</b>
	N/A	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
	N/A		-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
	N/A		-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	<b>Details</b>	<b>Fund to which liability relates</b>	<b>Amount due (optional)</b>	<b>When due (optional)</b>
	N/A		-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature



Print Name

Barbara Cleary

Date of approval

31/05/2026

**SECURITYWOMEN**

England & Wales - Charity number 1169486

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# Accounts

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Carolyn Hall MBE

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Ulrike Theuerkauf

SecurityWomen is also registered in the United States of America since January 2018, with a board of directors as a 501(c)3 nonprofit corporation (EIN 82-4491639).

### **Mission and Purpose**

SW is an advocacy and research organisation which seeks women's greater participation in all aspects of the security sector – policing, defence forces, UN peacekeeping, private security and cyber-security – on a global basis, in what is a very male dominated environment. The premise is that a better security for all is achieved when the makeup of security personnel reflects the composition of society. A greater gender balance may also help deter violence and escalation to conflict.

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information from around the world, publicising through the SW website (<https://www.securitywomen.org>), social media, and other media events and platforms.

SW aims to highlight the importance of women's rights within this sector which has extreme occupational segregation of women and men. SW also carries out evidence-based research into, and monitors, the state of gender equality in security sector organisations, both state-sponsored and in private security.

### **Activities and Achievements**

There have been several SW events organised this year and a lot of activity. The following are key events:

In October 2023, SW held its second conference, entitled '*How should Women be involved in Security Reform to ensure better societal outcomes?*' (the first being in 2019). We were fortunate to get sponsorship for this from the Network for Social Change and Qinetiq. This time the venue was the Conduit Club in Covent Garden, London. It was fully hybrid and had an in-person audience of around 80 people.

The Rt Hon Yvette Cooper, Shadow Home Secretary, opened the Conference and referred to the many courageous women who have contributed to security and intelligence work. She acknowledged women in positions of leadership in security and policing services in the UK, "*recognising equality and equal respect is at the heart of our democracy*".

Panel discussions were held on UN Peacekeeping and Police Reform, and a third Panel on the War in Ukraine which focused on the gender dynamics surrounding conflict. The Conference was applauded for its excellent content and presentations and its networking opportunities. The videos are available for viewing: [Events](#).

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Our next event took place virtually and during the UN Commission on the Status of Women on 19 March 2024. Its title was '*The Role of Women in National and International Security leading to poverty alleviation*' and was moderated as a fireside chat by SW's Chair of Trustees. The two participants were:

- Rebecca Ulam Weiner, Deputy Commissioner, Intelligence & Counterterrorism at New York City Police Department
- Jacqueline Acker, Deputy Privacy and Civil Liberties Officer, Central Intelligence Agency (CIA)

This was a dynamic and informative session, and the recording is on the website ([Events](#)).

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In May 2024, SW attended the UN Commission on Crime Prevention and Criminal Justice in Vienna for the first time. We held a virtual event entitled '*Empowering Women in Policing, Forensics and Specialised Units in combating Organised Crime*'. Our speakers were from Southern Africa: with extensive experience in policing forensics.

SW joined the Alliance of NGOs on Crime Prevention and Criminal Justice as a member and is looking forward to engaging and contributing as we move towards the 15<sup>th</sup> UN Crime Congress in 2026.

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In February 2024, Kingston University invited SW to give a lecture in a Criminology & Sociology course module for first year students and talk about the background to SecurityWomen, its mission and objectives. In addition, SW was invited to speak and participate in the Kingston University Human Rights Festival.

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In January 2024, SW was invited to take part in a podcast with Kommandonaiset (“commando women”) a Finnish organisation, recently founded by Saara Kevela. The conversation was wide-ranging from why women should be equal partners in the protection and security of citizens to what Finland can do in strengthening women’s participation. The background to this discussion was Finland becoming a new NATO member.

We were approached by the Liberian female law enforcement association to collaborate, and we look forward to organising future events with them.

A meeting was held with Cheryl Hendricks at the South African Institute of Justice and Reconciliation and a discussion on the work to develop the South African National Action Plan on Women Peace and Security (NAP). SW has a section on its website ([UNSCR 1325 and National Action Plans \(NAP\) | SecurityWomen](#)) and commentary on the 100+ countries that have produced NAPs in accordance with UN Security Council Resolution 1325.

For the UN International Day of Peacekeepers, the Chair of SW moderated a panel discussion at RUSI in Whitehall, London, as part of the Peacekeepers Conference organised by UNA Westminster. The panel comprising Lt Col Sophie Gregory, UK Army Reserves, and Col Dr Manal Abu Al Ghanam, Director of Military Women’s Affairs, Jordanian Armed Forces, shared their stories and experience which lead to an inspiring discussion on the critical importance of gender issues in peacekeeping and the vital role of women peacekeepers.

A visit to Shrivenham, the UK Defence Academy, was undertaken, meeting up with Colonel Lucy Giles who very kindly showed us around the site and answered all our questions. We look forward to working with Lucy and the Defence Academy in the future.

SW continued to be an active member of GAPS (Gender Action for Peace and Security) UK and is part of the Policy Working Group making contributions to the shadow report on the UK NAP (National Action Plan). SW has participated in virtual and in-person meetings, as well as meetings of the APPG on Women, Peace and Security (WPS).

SW attended ISC East - the International Security Conference & Exposition – in New York in November 2023. As well as being informative and useful for networking, it was an opportunity to meet with representatives of WIIS NY.

Whilst in New York, SW had meetings with the IPI (International Peace Institute) and Phoebe Donnelly who is the lead for Women Peace and Security. Other meetings with

representatives from country missions to the UN and UN bodies, such as DPO (Department of Peace Operations) and UN Women took place.

## **Research**

In Sept 2023, SW embarked on a research project in collaboration with the University of East Anglia (UEA), following success in gaining funding from the British Academy to run a series of workshops to act as a scoping exercise for the research project on Perceptions of Women in Armed Forces in the UK, Ukraine and Colombia in a cross-country comparison. A Ukrainian academic, resident in the UK, organised the workshops which took place at the University and online during 2024.

During the year, SW started a new research project exploring the role of Women-only Police Stations. We were supported in doing this work by a UEA student on his university placement. The work progressed to the point of producing a concept note and survey to be used in a pilot study in India.

This was SW's first student placement with the University and through its success, we will endeavour to take on more students in coming years.

## **Personnel**

As stated, SW is a Charitable Incorporated Organisation. It has an Executive Director, Dr Juliet Colman and together with SW Chair, Barbara Cleary, we are extremely fortunate to have a team of well-qualified and enthusiastic volunteers and research associates:

We are most grateful for all the hard work of our research associates from different countries around the world:

Augustine Aboh

Alice Macleod

Yumna Azeez

Rebecca Manson

Natasha Chavez

Yegana Mammadova

Casey Diepeveen

Florina-Marieta Neagu

Woraphat Ditpan

Laura Mitton

Asia Donati

Caroline Pinder

Styliani Eleftheriadou

Stepanka Stastnikova

Mercedes Galeano

Laura-Jane Watkins

Winnie Gatsinzi

Wes Widjonarko

Millie Hood

Stephanie Wild

Cheryl Illingworth

SW holds a virtual team meeting once a month at a time when most research associates can attend. The guidance notes for SW and minutes of meetings are held on a Google drive for research associates to access.

**Next steps**

SW will aim to secure funding to establish proper resource for on-going work on website/app/social media maintenance, and for proposed research projects. SW will carry out its strategic plan and aim to organise another Conference in 2025.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

A handwritten signature in black ink that reads "JAColman". The signature is written in a cursive style with a large initial 'J'.

Juliet A Colman

Director, SecurityWomen

August 2024



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name  
SecurityWomen

No (if any)  
1169486

## Receipts and payments accounts

CC16a

For the period from	Period start date 01/09/2023	To	Period end date 8/31/2024
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Reimbursement of prior period expenses		-	-	-	-
Funding from governments		-	-	-	-
Voluntary Receipts	10,000	9,203	-	19,203	28
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total(Gross income for AR)</b>	<b>10,000</b>	<b>9,203</b>	<b>-</b>	<b>19,203</b>	<b>28</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>10,000</b>	<b>9,203</b>	<b>-</b>	<b>19,203</b>	<b>28</b>
<b>A3 Payments</b>					
Project expenditure	-	-	-	-	-
SW Conference	1,456	9,203	-	10,659	1,600
Administration of charitable activities	954	-	-	954	2,594
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>2,410</b>	<b>9,203</b>	<b>-</b>	<b>11,613</b>	<b>4,194</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>2,410</b>	<b>9,203</b>	<b>-</b>	<b>11,613</b>	<b>4,194</b>
<b>Net of receipts/(payments)</b>	<b>7,590</b>	<b>-</b>	<b>-</b>	<b>7,590</b>	<b>4,166</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>6,238</b>	<b>-</b>	<b>-</b>	<b>6,238</b>	<b>10,404</b>
<b>Cash funds this year end</b>	<b>13,828</b>	<b>-</b>	<b>-</b>	<b>13,828</b>	<b>6,238</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Current account	13,828	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>13,828</b>	<b>-</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>	N/A	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>	N/A		-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>	N/A		-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>	N/A		-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Barbara Cleary	5/31/2025

**SECURITYWOMEN**

England & Wales - Charity number 1169486

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# Accounts

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September 2022 - August 2023

Welcome to SecurityWomen's Annual Report 2023, which gives an account of the work and achievements of the charity, the challenges, and our vision for a better future.

SecurityWomen (SW) gained UK charitable status as a Charitable Incorporated Organisation in October 2016. The Registration Number is 1169486.

The registered address is:

70 Lexington, 40 City Road, London EC1Y 2AN

Our trustees are:

Barbara Cleary – Chair

David Chitty - Financial Trustee

Kurt Eyre

James Geer

Rachel Grimes MBE

Carolyn Hall MBE

Terri McNerney

Ulrike Theuerkauf

SecurityWomen is also registered in the United States of America since January 2018, with a board of directors as a 501(c)3 nonprofit corporation (EIN 82-4491639).

### Mission and Purpose

SW is an advocacy and research organisation which seeks women's greater participation in all aspects of the security sector – policing, defence forces, UN peacekeeping, private security and cyber-security – on a global basis, in what is a very male dominated environment. The premise is that a better security for all is achieved when the makeup of security personnel reflects the composition of society. A greater gender balance may also help deter violence and escalation to conflict.

SW operates on an educational basis and aims to provide information relating to, and promote awareness of, gender equality in the security sector to the public and private sectors, government and the wider community. This is done through gathering of information from around the world, publicising through the SW website

(<https://www.securitywomen.org>) and app (<https://app.securitywomen.org>), social media, and other media events and platforms.

SW aims to highlight the importance of women's rights within this sector which has extreme occupational segregation of women and men. SW also carries out evidence-based research into, and monitors, the state of gender equality in security sector organisations, both state-sponsored and in private security.

### Activities and Achievements

A big achievement this year was being granted Special Consultative Status with the United Nations Economic and Social Council (ECOSOC). This means that representatives of SW can attend conferences convened by the United Nations in New York, Vienna and Geneva. We also have access to many ad hoc processes, human rights mechanisms and special events organised by the President of the General Assembly. We are particularly interested in contributing to the promotion of Peaceful and Inclusive Societies as detailed in Sustainable Development Goal (SDG) 16 and the achievement of SDG 5 related to gender equality.

In October 2022, the Director of SW attended the Association of the United States Army (AUSA) Convention in Washington DC. It was a good opportunity for networking and meeting potential contacts/speakers. At the same time, SW met with Women in International Security (WIIS) at their headquarters in Washington to reestablish partnerships and share common goals.

To mark the anniversary of UN Security Council Resolution 1325, SW held a virtual event on 2 November 2022, entitled '*Women Peace and Security: Making it Happen*'. It focused on what progress had been made since 2000 on the inclusion of women within security institutions in Africa – host militaries, policing and UN peacekeeping. Speakers included a Senior Defence Officer from Botswana's Ministry of Defence and Security (MDS) and Senior Research Fellow at the Kofi Annan International Peacekeeping Training Centre in Ghana.

Also in November 2022, several representatives of SW attended, both virtually and in-person, the UK Government's International Conference on Preventing Sexual Violence in Conflict (PSVI). This is a focus for the UK Government with specific and related responsibilities on the UN Security Council. Much ground was covered including the work of the International Criminal Court (ICC). It was repeated often that the need for justice is profound and that the fallibility often occurs at state level where responsibility for implementing international humanitarian and human rights law is not being taken.

In December 2022, the Director of SW was invited to speak at a Symposium on Women in Counter-Terrorism in East Africa, representing civil society at the event in Nairobi organised by UNODC (United Nations Drug and Crime Agency). Security professionals from 14 countries, including female police officers, public prosecutors and legal representatives attended.

At the Commission on the Status of Women (CSW67) in March 2023, SW held a virtual event focused on women's influence in cyber security, innovation and emerging technologies. The discussion explored the barriers women and girls face engaging in the

world of technology across the sectors as well as how the gender playing field could be levelled. The importance of education and mentorship to enhance, expand and encourage gender parity across the technology space was highlighted. A recording of the event has been posted on the SW website.

In January 2023, one of SW's research associates participated virtually in the Partnership Forum of ECOSOC with a theme of "*Accelerating the recovery from the coronavirus disease (COVID-19) and the full implementation of the 2030 Agenda for Sustainable Development at all levels*". Discussions covered innovative efforts to drive action on the SDGs.

In March 2023, the Casey Review was published into the Metropolitan Police Service (the Met) and its culture and standards of behaviour, following the kidnap, rape and murder of Sarah Everard by a serving Met officer. SW continues to follow up on this review and monitors developments in UK police forces.

SW continues to be an active member of GAPS (Gender Action for Peace and Security) UK and is part of the Policy Working Group making contributions to the shadow report on the UK NAP (National Action Plan). SW has participated in virtual and in-person meetings, as well as meetings of the APPG on Women, Peace and Security (WPS).

The SW Director met with Police and Crime Commissioner for Norfolk, Giles Orpen-Smellie, in May 2023 and questioned progress on enlisting more women into the Police.

The International Day of Peacekeepers (23 May) was marked again this year with the laying of wreaths at the London Cenotaph for peacekeepers killed in the line of duty and a conference at RUSI organised by UNA Westminster attended by SW.

In June, SW attended the Norfolk Cambridge Society talk by General Douglas McKenzie Chalmers, former Deputy Chief of Defence Staff, now Master of Emmanuel College, Cambridge, entitled: 'The Military Instrument – theory and practice'. He was questioned about the gender balance in the Armed Forces and the stated inevitability of war.

In July, SW attended a Women in Defence Conference 'Changing the face of Defence: a critical mass summit'. It was a large gathering of people from the security and defence industry and institutions, debating how to increase women's participation.

### Research

The research project on Attitudes to Women in the Armed Forces which was suspended during the Covid pandemic, was returned to this year and has evolved. Our approach to survey young people in cadet units was not supported by the Government. We therefore decided to build on points we had prepared for the original project by shifting the focus to broader public perceptions and comparing whether there might be relevant differences in the perception of women in state as opposed to non-state armed forces. Funding has been sought with our partners in the University of East Anglia to analyse public perceptions of women in security forces in a cross-country comparison of the UK, Colombia and Ukraine.

### Personnel

As stated, SW is a Charitable Incorporated Organisation. It has an Executive Director, Dr Juliet Colman and together with SW Chair, Barbara Cleary, we are extremely fortunate to have a team of well-qualified and enthusiastic volunteers and research associates:

In early 2023, SW welcomed the establishment of a team in South Africa, led by Laura-Jane Watkins, comprising Stephanie Wild, Laura Mitton and Casey Diepeveen, exhibiting a huge amount of talent and experience, including in SAPS (South African Police Service) and South African legal system and Human Rights Commission.

We are most grateful for all the hard work of our research associates from different countries around the world:

Yumna Azeez

Felix Dixey

Emily Dixon

Styliani Eleftheriadou

Alice Macleod

Rebecca Manson

Yegana Mammadova

Florina-Marieta Neagu

Caroline Pinder

Brenna Salkin

Stepanka Stastnikova

SW holds a virtual team meeting once a month at a time when most research associates can attend. The guidance notes for SW and minutes of meetings are held on a Google drive for research associates to access.

#### Next steps

SW will aim to secure funding to establish proper resource for on-going work on website/app/social media maintenance, and for proposed research projects. SW will aim to fund internships and make plans for a Conference in 2023.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:



**Juliet A Colman**

**Director, SecurityWomen**

**August 2023**



Receipts and payments accounts

For the period from	Period start date 9/1/2022	To	Period end date 8/31/2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Reimbursement of prior period expenses	-			-	-
Funding from governments	-			-	-
Voluntary Receipts	28	-	-	28	12
<b>Sub total</b> (Gross income for AR)	<b>28</b>	<b>-</b>	<b>-</b>	<b>28</b>	<b>12</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>28</b>	<b>-</b>	<b>-</b>	<b>28</b>	<b>12</b>
<b>A3 Payments</b>					
Project expenditure	-			-	-
SW Conference	1,600			1,600	
Administration of Charitable Activities	2,594	-	-	2,594	1,134
<b>Sub total</b>	<b>4,194</b>	<b>-</b>	<b>-</b>	<b>4,194</b>	<b>1,134</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	
	-	-	-	-	
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>4,194</b>	<b>-</b>	<b>-</b>	<b>4,194</b>	<b>1,134</b>
<b>Net of receipts/(payments)</b>	<b>- 4,166</b>	<b>-</b>	<b>-</b>	<b>- 4,166</b>	<b>- 1,122</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	10,404	-	-	10,404	11,526
<b>Cash funds this year end</b>	<b>6,238</b>	<b>-</b>	<b>-</b>	<b>6,238</b>	<b>10,404</b>

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Current Account	6,238	-	-
	<b>Total cash funds</b> (agree balances with receipts and payments account(s))	<b>6,238</b>	<b>-</b>	<b>-</b>
		OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	N/A	-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	N/A	-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)


**B4 Assets retained for the charity's own use**

N/A	-	-	-
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**B5 Liabilities**

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
N/A	-	-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Barbara Cleary	

# SecurityWomen

Registered Number: 1169486

## Receipts and Payments Accounts For the year ended 31st August 2023

	2023	2022
	£	£
<b>Receipts</b>		
Funding from governments		
Voluntary Receipts	28	12
<b>Sub total</b>	<u>28</u>	<u>12</u>
Asset and investment sales	-	-
<b>Sub total</b>	<u>-</u>	<u>-</u>
<b>Total Receipts</b>	<u>28</u>	<u>12</u>
<b>Payments</b>		
Project expenditure	-	
SW Conference	1,600	
Administration of Charitable Activities	2,594	1,134
<b>Sub total</b>	<u>4,194</u>	<u>1,134</u>
Asset and investment purchases	-	-
<b>Sub total</b>	<u>-</u>	<u>-</u>
<b>Total Payments</b>	<u>4,194</u>	<u>1,134</u>
<b>Net of receipts/(payments)</b>	- 4,166	- 1,122
Cash funds last year end	10,404	11,526
<b>Cash funds this year end</b>	<u>6,238</u>	<u>10,404</u>

# SecurityWomen

Registered Number: 1169486

## Statement of Assets and Liabilities *For the year ended 31st August 2023*

	2023 £	2022 £
<b>Assets</b>		
Cash in bank and at hand	6,238	10,404
<b>Liabilities</b>		
Non-current and current liabilities		
<b>Net Assets</b>	<u>6,238</u>	<u>10,404</u>

**SECURITYWOMEN**

England & Wales - Charity number 1169486

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# Accounts

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## **SecurityWomen: Annual Report**

**September 2021 - August 2022**

Welcome to SecurityWomen's Annual Report 2022, which gives an account of the work and achievements of the charity, the challenges, and our vision for a better future.

SecurityWomen (SW) gained UK charitable status as a Charitable Incorporated Organisation in October 2016. The Registration Number is 1169486.

### **The registered address is:**

70 Lexington, 40 City Road, London EC1Y 2AN

### **Our trustees are:**

Barbara Cleary – Chair

David Chitty - Financial Trustee

Kurt Eyre

James Geer

Rachel Grimes MBE

Carolyn Hall MBE

Terri McNerney

Ulrike Theuerkauf

### **New trustees/directors**

We welcomed Rachel Grimes to the Board and are delighted that she brings a wealth of experience and knowledge from her considerable experience in the UK Army and her current job with NATO. She has been responsible for the implementation of the UK Army's policy on Women, Peace and Security, and has herself deployed on UN Peacekeeping mission to the DRC.

David Chitty has taken over from Elisha Neethling as our Financial Trustee – thank you to Elisha for steering the finances of SW for the previous three years. David is an experienced Chartered Accountant, operating in many countries around the world.

**SecurityWomen** is also registered in the US since January 2018, with a board of directors as a 501(c)3 nonprofit corporation (EIN 82-4491639).

## **Mission and Purpose**

SW is an advocacy and research organisation which seeks women's greater participation in all aspects of the security sector – policing, defence forces, UN peacekeeping, private security and cyber-security – on a global basis, in what is a very male dominated environment. The premise is that a better security for all is achieved when the makeup of security personnel reflects the composition of society. A greater gender balance may also help deter violence and escalation to conflict.

SW operates on an educational basis and aims to provide information relating to, and promote awareness of, gender equality in the security sector to the public and private sectors, government and the wider community. This is done through gathering of information from around the world, publicising through the SW website (<https://www.securitywomen.org>) and app (<https://app.securitywomen.org>), social media, and other media events and platforms.

SW aims to highlight the importance of women's rights within this sector which has extreme occupational segregation of women and men. SW also carries out evidence-based research into, and monitors, the state of gender equality in security sector organisations, both state-sponsored and in private security.

## **Activities and Achievements**

This year has once again been disrupted by the Covid pandemic. The US opened up to outside visitors on November 8<sup>th</sup> 2021, and SecurityWomen was able to attend the first in-person event for CSOs at the UN in New York for over 18 months on 17<sup>th</sup> November. This was a Town Hall event at which CSOs were invited to question the President of the UN General Assembly, Hon Mr Abdulla Shahid from the Maldives. SecurityWomen was invited to present their question: ***'In an ever more volatile, dangerous world, how can women have a greater role in security sector institutions to enable a better security for every person in society?'***

In his response, Mr Shahid mentioned that the Maldives has a female Defence Minister and believed 100% the important role women play as leaders and actors to end conflict. Women remain under-represented in public life, at the negotiating table and in peacekeeping missions, and the issues, he said, are the same for senior women politicians as for young girls, that of gender stereotyping.

Mr Shahid declared that women perform better in peace negotiations, in peace building and conflict resolution and that we need to do away with stereotyping which says women shouldn't do certain jobs. He ended by saying that sustainable security is not possible without the involvement of women.

On 28 October 2021, to commemorate the anniversary of UN Security Council Resolution 1325, SecurityWomen ran an online event with the UK Civil Society Women's (CSW) Alliance, presenting research which SecurityWomen had conducted in South Africa with Stellenbosch University on the Recruitment of Women into the South African National

Defence Force, and research carried out by the Igarapé Institute in Brazil into female peacekeepers.

The review of our application for special consultative status with the UN Economic and Social Council (ECOSOC) has been stalled for another year, due to the backlog of work for the ECOSOC Committee on NGOs.

Our research project, conducted in partnership with the University of East Anglia, into the attitudes of girls/young women towards the UK Armed Forces and consideration of a career there, is still postponed.

#### **Presentations:**

- In November 2021, SecurityWomen made a presentation to UNA/USA, in collaboration with one of our US SecurityWomen directors.
- And on 3<sup>rd</sup> March 2022 a talk to UNA/USA was given re 'Gendering UN peacekeeping'.
- To GAPS executive team, July 2021

On 16 December 2021, SecurityWomen participated in an online event with UK and international politicians and CSOs addressing the 'Invisible Gap' – how women are treated differently in times of conflict to men: men wounded are war heroes, but for women, raped in conflict, they are forced to hide in shame. This took place in anticipation of the UK Government's Conference on PSVI in November 2022.

Following last year's conference, run by the New Delhi based Interdisciplinary Institute of Human Security & Governance (IIHSG), SecurityWomen once again partnered with IIHSG in organising the International Conference, 23 – 25 February 2022, on Human Security and Governance. SecurityWomen held a panel event on Policing and Women's roles in Policing. As one of the partnering organisations, SecurityWomen was invited to give the Valedictory Speech, and provided the Foreword to a book, 'Women, Security & Governance', which was published in June post-conference. The invasion by Russia on Ukraine on 24 February 2022 added poignancy to the event.

#### **Participation in relevant expert groups:**

- On 15 March 2022, SecurityWomen participated in an Advisory Group meeting on the Women in Peace Operations Project organised by the International Peace Institute (IPI).
- SecurityWomen was invited, on 22 March 2022, to a Community of Interest Workshop on Gender Integration by the Nordic Centre for Gender in Military Operations (NCGM).

SecurityWomen once again participated in the UN Commission on the Status of Women (CSW) and organised an online panel event which took place on 22 March 2022, entitled '**Women's roles in security at the heart of climate change crises**' with speakers from Rwanda and Kenya.

SecurityWomen was also invited to participate in the CSW 'Vienna Café' discussions with Ministers and politicians from various countries. It was encouraging to put across SW's objectives to improve security services especially policing and peacekeeping to better respond to women's and girls' safety and protection needs impacted by climate change and natural disasters.

In August 2022, SecurityWomen had the opportunity to visit the UN Peacekeeping Mission in Cyprus (UNFICYP). We are in the process of writing a report on the visit and intend to present the findings at a SW-organised conference in 2023. We are grateful for the welcome and cooperation of the Force Commander, Major General Ingrid Gjerde, and all the personnel within UNFICYP that made our visit so memorable and positive.

SecurityWomen has continued to work with GAPS (Gender Action for Peace and Security) UK, contributing to the Shadow Report on the UK NAP (National Action Plan), and has participated in virtual and in-person meetings, as well as meetings of the APPG on Women, Peace and Security (WPS).

In June 2022, SecurityWomen attended an FCDO organised workshop on the new UK NAP which is due to be launched in Spring 2023. FCDO Minister, Vicky Ford, attended and we appreciated being able to pose questions to her, and to contribute to the discussions on what should be included in the new NAP.

SW continues as a member of the UK CSWA (UK Civil Society Women's Alliance) and taking a lead with the WPS Action Group.

## **Personnel**

As stated, SW is a Charitable Incorporated Organisation. It has an Executive Director, Dr Juliet Colman and together with SW Chair, Barbara Cleary, we are extremely fortunate to have a team of well-qualified and enthusiastic volunteers and interns:

**Caroline Pinder** - has managed the posting of news items on the SW website and app and directed news to our social media experts. She has taken on this task since January 2022 from Joy Lall, one of our US directors. Caroline became a member of the GAPS/GADN working group on the UK Government PSVI (Preventing sexual violence in Conflict) Conference due to take place Q4 2022. Caroline has taken on the role of Research Manager.

**Caroline Kinsella** has kept us up to date with US progress on WPS. Her excellent articles can be found on the SW website.

**Nabila Ferdous** – participated in our online event at the IIHSG Conference and shared her knowledge of security from an Asian country viewpoint.

**Tyler Eyre** – is a much valued volunteer with SW. She has designed many event flyers, managed our social media output, and organised a campaign around VAWG and 16 days of activism.

**Alice Macleod** – joined our team in May 2022 and has produced extremely useful reading lists of relevant articles/books/events every quarter. She has also written a paper on why having more women in peacekeeping is so vital and necessary.

**Mari Maldal** – has been part of SW whilst studying for her Master’s degree at King’s College London and carried out research into Norwegian Conscription. Her publication can be found on the SW website.

**Felix Dixey** – joined in June 2022 and has provided much needed structure and strategy to SecurityWomen’s social media.

**Zehra Sami** – joined SW for the Spring/Summer 2022. She has worked through and written up summaries of the new NAPs which have multiplied in number through the momentum generated by the 20th anniversary of SCR 1325. Thank you for this valuable work.

**Saraa Fadi** – came to SW through an internship program run by Global Career Center in cooperation with Drexel University in the US. Saraa has helped with rearranging parts of SW website and produced a write-up of an event attended at NYU, ‘Yelling at Snowflakes’.

### **Next steps**

The research which has been suspended during the Covid pandemic, will be resumed in 2022/2023. SW will aim to secure funding to establish proper resource for on-going work on website/app/social media maintenance, and for proposed research projects. SW will aim to fund internships and make plans for a Conference in 2023.

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees:



Juliet A Colman

Director, SecurityWomen

August 2022




Receipts and payments accounts

For the period from	Period start date 09/01/2021	To	Period end date 08/31/2022
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Reimbursement of prior period expenses	-			-	-
Funding from governments	-			-	-
Voluntary Receipts	12	-	-	12	30
<b>Sub total (Gross income for AR)</b>	<b>12</b>	<b>-</b>	<b>-</b>	<b>12</b>	<b>30</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>12</b>	<b>-</b>	<b>-</b>	<b>12</b>	<b>30</b>
<b>A3 Payments</b>					
Project expenditure	-			-	-
Training	-			-	-
Administration of Charitable Activities	1,134	-	-	1,134	935
<b>Sub total</b>	<b>1,134</b>	<b>-</b>	<b>-</b>	<b>1,134</b>	<b>935</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>1,134</b>	<b>-</b>	<b>-</b>	<b>1,134</b>	<b>935</b>
<b>Net of receipts/(payments)</b>	<b>- 1,122</b>	<b>-</b>	<b>-</b>	<b>- 1,122</b>	<b>- 905</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	11,526	-	-	11,526	12,831
<b>Cash funds this year end</b>	<b>10,404</b>	<b>-</b>	<b>-</b>	<b>10,404</b>	<b>11,926</b>

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Current Account	10,404	-	-
	<b>Total cash funds</b> <small>(agree balances with receipts and payments account(s))</small>	<b>10,404</b>	<b>-</b>	<b>-</b>
<b>B2 Other monetary assets</b>	De N/A 	-	-	-
<b>B3 Investment assets</b>	Details N/A	Fund to which asset belongs -	Cost (optional) -	Current value (optional) -
<b>B4 Assets retained for the charity's own use</b>	Details N/A	Fund to which asset belongs -	Cost (optional) -	Current value (optional) -
<b>B5 Liabilities</b>	Details N/A	Fund to which liability relates -	Amount due (optional) -	When due (optional) -

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Barbara Cleary	26.4.2023



# SecurityWomen

Registered Number: 1169486

## Receipts and Payments Accounts For the year ended 31st August 2022

	2022	2021
	£	£
<b>Receipts</b>		
Funding from governments		
Voluntary Receipts	12	30
<b>Sub total</b>	<u>12</u>	<u>30</u>
Asset and investment sales	-	-
<b>Sub total</b>	<u>-</u>	<u>-</u>
<b>Total Receipts</b>	<u>12</u>	<u>30</u>
<b>Payments</b>		
Project expenditure	-	
Training		400
Administration of Charitable Activities	1,134	935
<b>Sub total</b>	<u>1,134</u>	<u>1,335</u>
Asset and investment purchases	-	-
<b>Sub total</b>	<u>-</u>	<u>-</u>
<b>Total Payments</b>	<u>1,134</u>	<u>1,335</u>
<b>Net of receipts/(payments)</b>	- 1,122	- 1,305
Cash funds last year end	11,526	12,831
<b>Cash funds this year end</b>	<u>10,404</u>	<u>11,526</u>

# SecurityWomen

Registered Number: 1169486

## Statement of Assets and Liabilities For the year ended 31st August 2022

	2022	2021
	£	£
<b>Assets</b>		
Cash in bank and at hand	10,404	11,526
<b>Liabilities</b>		
Non-current and current liabilities		
<b>Net Assets</b>	<u>10,404</u>	<u>11,526</u>

**SECURITYWOMEN**

England & Wales - Charity number 1169486

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# Accounts

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# **SecurityWomen**

## **Annual Report - August 2021**

Welcome to SecurityWomen's Annual Report 2021, which gives an account of the work and achievements of the charity, the challenges and our vision for a better future.

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Carolyn Hall MBE

Kurt Eyre

James Geer

Terri McNerney

Elisha Neethling (Financial Trustee)

Ulrike Theuerkauf

SecurityWomen, since January 2018, is also registered in the US with a board of directors as a 501(c)3 nonprofit corporation (EIN 82-4491639). Very sadly, Corinne Whitaker, a director since SW's registration in the US, died unexpectedly in an accident in August 2021.

### **Mission and Purpose**

SW is an advocacy and research organisation which seeks women's greater participation in all aspects of the security sector – policing, defence forces, UN peacekeeping, private security and cyber-security – on a global basis, in what is a very male dominated environment. The premise is that a better security for all is achieved when the makeup of security personnel reflects the composition of society. A greater gender balance may also help deter violence and escalation to conflict.

SW operates on an educational basis and aims to provide information relating to, and promote awareness of, gender equality in the security sector to the public and private sectors, government and the wider community. This is done through gathering of information from around the world, publicising through the SW website (<https://www.securitywomen.org>) and app (<https://app.securitywomen.org>), social media, and other media events and platforms.

SW aims to highlight the importance of women's rights within this sector which has extreme occupational segregation of women and men. SW also carries out

evidence-based research into, and monitors, the state of gender equality in security sector organisations, both state sponsored and in private security.

## **Activities and Achievements**

The Covid pandemic has continued to shape how we work and has increased opportunities to tap into virtual events happening around the world. It has also disrupted progress in some areas: our research into the attitudes of girls/young women considering a career in the UK Armed Forces has been postponed; also, the review of our application for consultative status with the UN Economic and Social Council (ECOSOC) has been stalled for another year.

The UN Commission on the Status of Women (CSW65) was once again a virtual conference, and we participated with a panel event, 'UN Peacekeeping: Women Leading in the Field'.

Building on our 5 year strategy (2020 - 2025), we produced a one-page document as a means to capture attention to the focus of the charity. The SW App was further developed and original work and writing displayed on it. A lot of effort went into the maintenance of the website, ensuring it was as up to date as possible, including the latest information on countries' National Action Plans for Women Peace and Security (WPS).

In February 2021, SW was invited to give the inaugural speech at a Conference on Gender Security and Global Politics organised by the Indian Institute of Human Security & Governance. This was organised in conjunction with the University of Chittagong, Bangladesh and SOAS.

Later in 2021, SW was invited to give a speech to commemorate the University of East Anglia as a Sanctuary University. The talk was entitled 'The Gendered Security of the Refugee Journey' and considered the security, or lack of it, encountered by refugees and IDPs escaping conflict in different parts of the world, and experiences encountered in refugee/IDP camps.

SW has continued to work with GAPS (Gender Action for Peace and Security) UK, contributing to the Shadow Report on the UK National Action Plan, and to a response to the UK Government's Integrated Review, and has participated in virtual meetings, as well as meetings of the APPG on Women, Peace and Security.

SW continues as a member of the UK CSWA (UK Civil Society Women's Alliance) and taking a lead with the WPS Action Group.

## **Personnel**

As stated, SW is a Charitable Incorporated Organisation. It has an Executive Director, Dr Juliet Colman who is supported by a number of volunteers and trustees/directors. During 2021, the volunteer programme was developed and expanded.

Particular mention is given to the following much appreciated student volunteers who have now moved onto the next stages of their careers. Their writing on various topics related to women in security can be viewed on the SW website and app:

Anniesa Hussain  
Lucy Hall  
Mariana Terresros Lozano  
Lydia Walker

In February 2021, Nicole McFarlane and Molly Patterson, Home Office personnel, joined SW on a 6 month work programme, part of the Civil Service Fast Stream Scheme, each contributing 2 hours per week. They assisted with preparations for the SW CSW event, and worked on a private security project researching female-led private security companies.

Caroline Pinder joined SW as a volunteer in May 2021 and has many years' experience with DFID as a gender adviser. She has become a valuable member of the team.

So too has Winnie Gatsinzi, who has experience as a former Rwanda National Police Officer and was privileged to serve as a UN peacekeeper in South Sudan (UNMISS). She worked as part of the police mission as a Gender and Child Protection Officer. She now advises private security companies on approaches to diversity in their recruitment and employment policies.

Mari Maldal from Norway has been studying at King's College London and provided a useful insight into women's conscription in the Norwegian Armed Forces. She remains a valuable volunteer with SW.

In June 2021, training with Ian Bowland on digital marketing was organised for SW volunteers. The outcome was a greater awareness of how to present material and how to improve the effectiveness of social media.

**Next steps:**

The research which has been suspended during the Covid pandemic, will be resumed in 2022. SW will be focusing on funding to establish proper resource for on-going work on website/app/social media maintenance, and for proposed research projects. SW will aim to fund internships and make plans for a Conference in 2023.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees



Juliet A Colman  
Director, SecurityWomen  
August 2021



Receipts and payments accounts

For the period from	Period start date 09/01/2020	To	Period end date 08/31/2021
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Reimbursement of prior period expenses	-			-	-
Funding from governments	-			-	-
Voluntary Receipts	30	-	-	30	3,405
<b>Sub total (Gross income for AR)</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>30</b>	<b>3,405</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>30</b>	<b>3,405</b>
<b>A3 Payments</b>					
Project expenditure	-			-	3,244
Training	400			400	
Administration of Charitable Activities	935	-	-	935	2,408
<b>Sub total</b>	<b>1,335</b>	<b>-</b>	<b>-</b>	<b>1,335</b>	<b>5,652</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>1,335</b>	<b>-</b>	<b>-</b>	<b>1,335</b>	<b>5,652</b>
<b>Net of receipts/(payments)</b>	<b>- 1,305</b>	<b>-</b>	<b>-</b>	<b>- 1,305</b>	<b>- 2,247</b>
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	<b>12,831</b>	-	-	<b>12,831</b>	<b>15,078</b>
<b>Cash funds this year end</b>	<b>11,526</b>	<b>-</b>	<b>-</b>	<b>11,526</b>	<b>12,831</b>

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Current Account	11,526	-	-
	<b>Total cash funds</b> <small>(agree balances with receipts and payments account(s))</small>	<b>11,526</b>	<b>-</b>	<b>-</b>
		OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>	N/A	-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>	N/A	-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>	N/A	-	-	-
		Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>	N/A	-	-	-

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

Barbara Cleary

06/29/2022

Good

# SecurityWomen

Registered Number: 1169486

## Receipts and Payments Accounts For the year ended 31st August 2021

	2021		2020
	£		£
<b>Receipts</b>			
Funding from governments			
Voluntary Receipts	30		3,405
<b>Sub total</b>	<u>30</u>		<u>3,405</u>
Asset and investment sales	-		-
<b>Sub total</b>	<u>-</u>		<u>-</u>
<b>Total Receipts</b>	<u>30</u>		<u>3,405</u>
<b>Payments</b>			
Project expenditure	-		3,244
Training	400		
Administration of Charitable Activities	935		2,408
<b>Sub total</b>	<u>1,335</u>		<u>5,652</u>
Asset and investment purchases	-		-
<b>Sub total</b>	<u>-</u>		<u>-</u>
<b>Total Payments</b>	<u>1,335</u>		<u>5,652</u>
<b>Net of receipts/(payments)</b>	-	1,305	-
Cash funds last year end	12,831		15,078
<b>Cash funds this year end</b>	<u>11,526</u>		<u>12,831</u>

# SecurityWomen

Registered Number: 1169486

## Statement of Assets and Liabilities *For the year ended 31st August 2021*

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Assets</b>		
Cash in bank and at hand	11,526	12,831
<b>Liabilities</b>		
Non-current and current liabilities		
<b>Net Assets</b>	<u>11,526</u>	<u>12,831</u>

**SECURITYWOMEN**

England & Wales - Charity number 1169486

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# Accounts

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**SecurityWomen**  
**Annual Report - August 2020**

SecurityWomen (SW) gained UK charitable status as a Charitable Incorporated Organisation in October 2016. The Registration Number is 1169486.

**The registered address is:**

70 Lexington, 40 City Road, London EC1Y 2AN

**Our trustees are:**

Carolyn Hall MBE – Chair

Barbara Cleary – Vice Chair

Kurt Eyre (since July 2020)

James Geer

Terri McNerney

Elisha Neethling (Financial Trustee)

Ulrike Theuerkauf

**Mission and Purpose**

SW is an advocacy and research organisation which seeks women's greater participation in all aspects of the security sector – policing, defence forces, UN peacekeeping, private security and cyber-security – on a global basis, in what is a very male dominated environment. The premise is that a better security for all is achieved when the makeup of security personnel reflects the composition of society. A greater gender balance may also help deter violence and escalation to conflict.

SW operates on an educational basis and aims to provide information relating to, and promote awareness of, gender equality in the security sector to the public and private sectors, government and the wider community. This is done through gathering of information from around the world, publicising through the SW website (<https://www.securitywomen.org>) and app (<https://app.securitywomen.org>), social media, and other media events and platforms.

SW aims to highlight the importance of women's rights within this sector which has extreme occupational segregation of women and men. SW also carries out evidence-based research into, and monitors, the state of gender equality in security sector organisations, both state sponsored and in private security.

## **Personnel**

We welcomed Kurt Eyre to the Board and are delighted that he brings a wealth of experience and knowledge around training and development in policing, with a focus on leadership and management.

As stated, SW is a Charitable Incorporated Organisation. It has an Executive Director, Dr Juliet Colman who is supported by a number of volunteers. Of particular mention for her input to SW, is the Vice-chair, Barbara Cleary, and, Joy Lall, a member of the US Board, is a stalwart contributor, updating the SW website with news items and articles.

Christine Hanoman, based in New York, manages social media – Facebook and Twitter, and this year, Instagram has been added.

SW has benefited enormously from the voluntary services of young people and students:

- Setenay Mutlu – Research Associate. We said goodbye to Setenay who had been with SW since 2017 and proved a very valuable administrator for the high level Conference held by SW in June 2019 at Guildhall, London. Setenay was creative with data and innovated with statistical infographics on the SW website.
- Andrea Tuemmler – Research Associate. Has attended various events on behalf of SW and written summaries for the website. She has brought the National Action Plans (NAPs) up-to-date and summarised what each country NAP prioritises, as well as following progress in changing the gender balance in the security services and deploying women in peacekeeping. Andrea has also independently researched and documented her findings in areas such as the UN SDGs and overlap with WPS agenda, and the position of women in the US National Guard. She is now working for the US State Department on the Latin American region and we wish her well in her career.
- Rosa Bicer – Research Associate who introduced SW to Instagram and wrote a number of articles on various topics from women’s empathetic leadership to Sweden’s feminist foreign policy.

Two new young volunteers joined SW in July and August 2020 respectively: Mariana Terresros Lozano from Mexico, and Lucy Hall from Australia. We are very pleased to have them on board.

## **Activities and Achievements**

This year has seen our work disrupted by the Covid-19 pandemic. The UN Conference, the Commission on the Status of Women (CSW64), did not take place in March 2020, and a panel event, *‘The Feminisation of Peace and Security’* which SecurityWomen had organised as part of CSW, was cancelled at the last minute. We have become accustomed to virtual meetings and events, and working from home.

As a result of the pandemic, more focus has been placed on internal planning and development of SecurityWomen. A 5 year strategy document (2020 – 2025) was drafted, which will be followed

up with a consultation with both the UK Trustees and US Directors of SecurityWomen Inc. (SW was registered as a non-profit 501(c)3 in the US in January 2018 (EIN 82-4491639).

An application for consultative status with the UN Economic and Social Council (ECOSOC), in order to have an opportunity to take part in UN deliberations, was made in May 2020.

SW's research activity has been affected by the pandemic:

- The South African research project: Recruitment of Women into the South African National Defence Force, in conjunction with the SA Department of Defence and Stellenbosch University. It had been intended that the research findings would be presented at an event during 2020 but this was postponed to 2021.
- Youth project: this is a qualitative research project being conducted in conjunction with the University of East Anglia exploring young people's attitudes to the Armed Forces, in particular, young women, and how likely they are to pursue a career with them. A pilot study was conducted in July 2019 with Woking Air Cadets (1349) Squadron. Fieldwork for the project scheduled to take place in summer 2020 was postponed to 2021.

SW has continued to work with GAPS (Gender Action for Peace and Security) UK, contributing to the Shadow Report on the UK NAP, and to a response to the UK Government's Integrated Review, and has participated in virtual meetings, as well as meetings of the APPG on Women, Peace and Security, for which GAPS provides the secretariat. Independently, SW responded to calls for evidence from the UK Government on the Integrated Review on the Government's vision for the UK's role in the world over the next decade, to include all aspects of security, defence, diplomacy, development and national resilience. SW focused on women's role in peacekeeping and how the UK's strategic position in the UN Security Council can be used to advance gender equality.

SW, as a member of the UK CSWA (UK Civil Society Women's Alliance), became a founding member of the WPS Action Group and contributed to a policy paper, '*Women at the centre for meaningful change*' which was circulated to UK Government and Shadow ministers and other stakeholders, with specific recommendations and calls for action.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees



Juliet A Colman  
Director, SecurityWomen  
August 2020



**Receipts and payments accounts**

**CC16a**

<b>For the period from</b>	<b>Period start date</b> 01/09/2019	<b>To</b>	<b>Period end date</b> 31/08/2020
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**Section A Receipts and payments**

	<b>Unrestricted funds</b> to the nearest £	<b>Restricted funds</b> to the nearest £	<b>Endowment funds</b> to the nearest £	<b>Total funds</b> to the nearest £	<b>Last year</b> to the nearest £
<b>A1 Receipts</b>					
Reimbursement of prior period expenses	-			-	155
Funding from governments	-			-	16,414
Voluntary Receipts	3,405	-	-	3,405	4,154
<b>Sub total (Gross income for AR)</b>	<b>3,405</b>	<b>-</b>	<b>-</b>	<b>3,405</b>	<b>20,723</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>3,405</b>	<b>-</b>	<b>-</b>	<b>3,405</b>	<b>20,723</b>
<b>A3 Payments</b>					
Projects - Conference expenditure	3,244			3,244	14,527
Administration of Charitable Activities	2,408	-	-	2,408	1,560
<b>Sub total</b>	<b>5,652</b>	<b>-</b>	<b>-</b>	<b>5,652</b>	<b>16,087</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>5,652</b>	<b>-</b>	<b>-</b>	<b>5,652</b>	<b>16,087</b>
<b>Net of receipts/(payments)</b>	<b>- 2,247</b>	<b>-</b>	<b>-</b>	<b>- 2,247</b>	<b>4,636</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	15,078	-	-	15,078	10,442
<b>Cash funds this year end</b>	<b>12,831</b>	<b>-</b>	<b>-</b>	<b>12,831</b>	<b>15,078</b>

**Section B Statement of assets and liabilities at the end of the period**

<b>Categories</b>	<b>Details</b>	<b>Unrestricted funds</b> to nearest £	<b>Restricted funds</b> to nearest £	<b>Endowment funds</b> to nearest £
<b>B1 Cash funds</b>	Current Account	12,831	-	-
	<b>Total cash funds</b>	<b>12,831</b>	<b>-</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
<b>B2 Other monetary assets</b>	<b>Details</b>	<b>Unrestricted funds</b> to nearest £	<b>Restricted funds</b> to nearest £	<b>Endowment funds</b> to nearest £
	N/A	-	-	-
<b>B3 Investment assets</b>	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
	N/A	-	-	-
<b>B4 Assets retained for the charity's own use</b>	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
	N/A	-	-	-
<b>B5 Liabilities</b>	<b>Details</b>	<b>Fund to which liability relates</b>	<b>Amount due (optional)</b>	<b>When due (optional)</b>
	N/A	-	-	-

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

*Elisha Neethling*

Elisha Neethling

23/06/2021

# SecurityWomen

Registered Number: 1169486

## Receipts and Payments Accounts For the year ended 31st August 2020

	2020	2019
	£	£
<b>Receipts</b>		
Reimbursement of prior period expenses		155
Funding from governments	-	16,414
Voluntary Receipts	3,405	4,154
<b>Sub total</b>	<u>3,405</u>	<u>20,723</u>
Asset and investment sales	-	-
<b>Sub total</b>	<u>-</u>	<u>-</u>
<b>Total Receipts</b>	<u><u>3,405</u></u>	<u><u>20,723</u></u>
<b>Payments</b>		
Projects - Conference expenditure	3,244	14,527
Administration of Charitable Activities	2,408	1,560
<b>Sub total</b>	<u>5,652</u>	<u>16,088</u>
Asset and investment purchases	-	-
<b>Sub total</b>	<u>-</u>	<u>-</u>
<b>Total Payments</b>	<u><u>5,652</u></u>	<u><u>16,088</u></u>
<b>Net of receipts/(payments)</b>	- 2,247	4,636
Cash funds last year end	<u>15,078</u>	<u>10,442</u>
<b>Cash funds this year end</b>	<u><u>12,831</u></u>	<u><u>15,078</u></u>

# SecurityWomen

Registered Number: 1169486

## Statement of Assets and Liabilities For the year ended 31st August 2020

	2020	2019
	£	£
<b>Assets</b>		
Cash in bank and at hand	12,831	15,078
<b>Liabilities</b>		
Non-current and current liabilities	-	3,244
<b>Net Assets</b>	<u>12,831</u>	<u>11,834</u>