

WOMEN LEADERS UK

England & Wales · Charity number 1174854

Details

Status Registered

Legal form CIO

Registered 2017-09-26

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

Contact

Address Hillier Hopkins Llp
249 Silbury Boulevard
Milton Keynes
MK9 1NA

Phone 07949161144

Activities

Objects: THE OBJECT OF THE CIO IS THE PROMOTION OF GENDER EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT IN PARTICULAR BUT NOT EXCLUSIVELY BY(A) PROVIDING SUPPORT TO ENCOURAGE AND ENABLE YOUNG WOMEN, TO STUDY SCIENCE, TECHNOLOGY, ENGINEERING AND MATHS (STEM)(B) ORGANISING CONFERENCES, SEMINARS, RESEARCH AND OTHER EDUCATIONAL ACTIVITIES(C) INSPIRING AND SUPPORTING YOUNG WOMEN TO FULLY DEVELOP THEIR EDUCATION, SKILLS AND TRAINING SO THAT THEY CAN MAXIMISE THEIR POTENTIAL(D) PROMOTING THE ACHIEVEMENTS OF WOMEN AND YOUNG WOMEN AND SO PROVIDE ROLE MODELS FOR THE WIDER COMMUNITY(E) WORKING IN PARTNERSHIP WITH OTHER ORGANISATIONS AND VOLUNTARY GROUPS TO ACHIEVE AND DELIVER THE ORGANISATION'S PURPOSE

Activities: We promote gender equality & diversity by working in partnership to: Provide support to encourage & enable young women, to study science, technology, engineering and maths (stem); organising conferences, etc & other educational activities; Inspiring & supporting young women to fully develop their potential; promote achievement of women & young women & promote them as role models

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£79,589	£79,361	-	-
2024-12-31	£85,437	£81,245	-	-
2023-12-31	£84,087	£82,485	-	-
2022-12-31	£10,080	£12,971	-	-
2021-12-31	£19,182	£8,282	-	-

Trustees

Name	Role	Appointed
Julie Mills	Chair	2017-09-27
Bridgit Richards		2025-12-02
Bukky Babajide		2025-12-02
Freddie Guilmar		2023-10-17
Gamiel Yafai		2020-02-19
Kenechukwu Esom		2026-04-07
Nicola Ross		2020-02-19
RUBY PARMAR		2017-09-27
Robyn Corcoran		2025-12-02
Sarah Thorne		2021-04-01
Susan Izadkhasti		2022-12-13

WOMEN LEADERS UK

England & Wales - Charity number 1174854

Accounts

WOMEN LEADERS UK

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

WOMEN LEADERS UK

CONTENTS

	Page
Reference and Administrative Details of the Charity, its Trustees and Advisers	1
Trustees' Report	2 - 4
Trustees' Responsibilities Statement	5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 - 18

WOMEN LEADERS UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2025

Trustees

Claire Farmer (resigned 28 February 2026)
Freddie Guilmar
Dr Susan Izadkhasti
Dr Julie Mills OBE DL
Hiran Odedra (resigned 31 December 2025)
Ruby Parmar
Dr Zoe Raven (resigned 28 February 2026)
Nikki Ross
Sarah Thorne
Gamiel Yafai MBE
Bukky Babajide (appointed 2 December 2025)
Bridgit Richards (appointed 2 December 2025)
Robyn Corcoran (appointed 2 December 2025)

Charity registered number

1174854

Principal office

C/O Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Bucks, MK9 1NA

Independent Examiner

Grant Franklin, For and on behalf of Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Bucks, MK9 1NA

Bankers

NatWest, 501 Silbury Boulevard, Saxon Gate East, Milton Keynes, Bucks, MK9 3ER

WOMEN LEADERS UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2025

The Trustees present their annual report together with the financial statements of the Charity for the 1 January 2025 to 31 December 2025.

Objectives and activities

a. Policies and objectives

The object of Women Leaders UK is the promotion of gender equality and diversity for the public benefit. This includes the encouragement and support of young women to study Science, Technology, Engineering and Mathematics (known as STEM subjects), inspire and support women to succeed and reach their potential, promote the achievements of women, provide role models and to organise and run conferences and other events.

b. Activities undertaken to achieve objectives

- Providing support to encourage and enable young women to study STEM subjects.
- Organising conferences, seminars, research and other educational activities.
- Inspiring and supporting young women to fully develop their education, skills and training so that they can maximise their potential.
- Promoting the achievements of all women and thereby provide role models for the wider community.
- Working in partnership with other organisations and voluntary groups to achieve and deliver Women Leaders UK's purpose.

c. Main activities undertaken to further the Charity's purposes for the public benefit

The Board focused its limited resources on key activities to its charitable objectives including:

- Career Connect mentoring scheme and Allyship training offering supported by Milton Keynes Council as part of their economic recovery plan grant.
- Promoted the awareness of STEM through MK Innovates event.
- Celebrating and promoting the achievements of all women at the annual Awards Gala dinner.

Achievements and performance

a. Key performance indicators

Income this period was £79,589 and expenditure was £79,361.

Total funds at the period end were £14,831.

WOMEN LEADERS UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

Achievements and performance (continued)

b. Review of activities

In this twelve month period the main activities have been:

MK Innovates

The MK Innovates STEM Festival continues to be a flagship initiative designed to inspire future talent, broaden participation, and strengthen connections between education, industry, and the local community across Milton Keynes and the wider region.

The objective of MK Innovates is to showcase Science, Technology, Engineering and Mathematics (STEM) businesses and academic institutions, inspiring young people considering careers in STEM, as well as adults exploring career change or progression.

The most recent MK Innovates STEM Festival took place over two days in 21-22 October 2025 at Midelton Hall, Centre MK and reached over 1,300 attendees and participation from 30 organisations across Milton Keynes and wider.

The festival was structured as follows:

- Day 1 – Women in STEM: Open to the public, focusing on visibility, inclusion, and career pathways for women and career changers.
- Day 2 – Schools in STEM: Dedicated to students, including home-schooled learners, providing direct exposure to employers, educators, and STEM role models.

The festival was delivered with a combination of community funding and corporate sponsorship:

- A small grant was secured from the Milton Keynes Community Foundation, supporting accessibility and delivery of the event.
- Sponsorship from three organisations, all of whom also exhibited at the festival.

This blended funding model contributed to the sustainability of the event and enabled broader participation from schools and underrepresented groups.

Career Connect Mentoring

The mentoring programme was launched in 2021, focused on supporting women whose careers had been negatively impacted through Covid. Since then it has developed into an inclusive programme, supporting women at any stage of their career, encouraging progression into senior leadership. The Charity secured grant support from Milton Keynes Community Foundation in 2025 which has strengthened the infrastructure of the mentoring programme and facilitated an increase in both mentors and mentees. Furthermore, it has created the opportunity to pilot new models of mentorship, including an innovative programme with the hospitality industry, led by local hoteliers and engaging College and University students with industry professionals.

Allyship Training

The Allyship programme was launched with MK Council in 2021. Delivery of the programme commenced in February 2022, and to date 21 sessions have been delivered, impacting over 259 attendees. Feedback to date has been extremely positive.

WOMEN LEADERS UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

Achievements and performance (continued)

Milton Keynes Awards Gala Dinner

2025 saw another high profile, prestigious Gala dinner to promote and celebrate the achievements of all women. Over 158 remarkable women were nominated in 14 categories (which was higher than previous years) and following a rigorous judging and interview process, the finalist were announced at the gala awards ceremony on 12th June 2025 attended by 380 dignitaries, sponsors, finalists, and Guests. Celebrating the Charity's 10th anniversary, the event this year featured previous winners, sharing the impact of the awards on their careers, it was truly inspirational. Our headline partners National House Building Council (NHBC) led an inspirational panel discussion focussing on the importance of women in the construction industry and the business imperative to diversify the workforce.

This prestigious celebration perfectly showcased and promoted the amazing achievements and talent of all the winners and nominees as well as raising valuable funds for the Charity.

Trustees

A successful trustee recruitment campaign resulted in three new trustees being selected and the Board is looking forward to welcoming them to their first meeting in 2026.

The Charity's priorities for 2026 include:

- Undertake a strategic review and plan for the next five years ensuring the charity delivers its charitable objectives.
- Ensure effective succession planning for the Chair and Vice Chair of trustees.
- Increase the charity's profile in the business community to secure new, value adding partnerships.
- Continue to drive the successful mentoring programme (Career Connect) and Allyship training programme or senior leaders in MK Businesses to support organisations which aspire to create female friendly, flexible workplaces.
- Through the networking and mentoring programme continue to support women to maximise their potential and to be role models for others.
- Launch the 2026 awards event.
- Continue to promote STEM through the MK Innovates event.

c. Investment policy and performance

No investments were made in 2025.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Signed by:



.....
A788EBF06FBD41A.....

Dr Julie Mills OBE DL

Date: 18-02-2026

WOMEN LEADERS UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2025

The Trustees 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).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Signed by:

A788EBF06FBD41A.....
Dr Julie Mills OBE DL

Date: 18-02-2026

WOMEN LEADERS UK

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025**

Independent Examiner's Report to the Trustees of Women Leaders UK ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2025.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Responsibilities and Basis of Report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

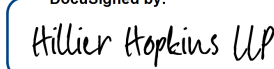
Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

DocuSigned by:
Signed: 
512213CD94334AB...
Grant Franklin
C/O Hillier Hopkins
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

Dated: 18-02-2026

ACA

WOMEN LEADERS UK

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:				
Donations and activities	2	79,313	79,313	85,146
Investments	3	276	276	291
Total income		79,589	79,589	85,437
Expenditure on:				
Charitable activities	4	79,361	79,361	81,245
Total expenditure		79,361	79,361	81,245
Net movement in funds		228	228	4,192
Reconciliation of funds:				
Total funds brought forward		14,603	14,603	10,411
Net movement in funds		228	228	4,192
Total funds carried forward		14,831	14,831	14,603

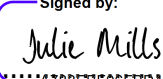
The notes on pages 9 to 18 form part of these financial statements.

WOMEN LEADERS UK

BALANCE SHEET
AS AT 31 DECEMBER 2025

	Note	2025 £	2024 £
Current assets			
Debtors	8	10,970	6,109
Cash at bank and in hand		20,049	23,364
		31,019	29,473
Current liabilities			
Creditors: amounts falling due within one year	9	(16,188)	(14,870)
Net current assets		14,831	14,603
Total net assets		14,831	14,603
Charity funds			
Unrestricted funds	10	14,831	14,603
Total funds		14,831	14,603

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Signed by:

A788EBF06FB041A.....
Dr Julie Mills OBE DL

Date: 18-02-2026

The notes on pages 9 to 18 form part of these financial statements.

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. this departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and Charities Act 2011.

Women Leaders UK constitutes a public benefit entity as defined by FRS 102.

1.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably. In accordance

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

1. Accounting policies (continued)**1.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Charitable activities and Governance costs are costs incurred on the Charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.4 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of Financial Activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash at bank and in hand

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

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

1. Accounting policies (continued)

1.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

1.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

2. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £
Donations	74,313	74,313
Grants	5,000	5,000
	<u>79,313</u>	<u>79,313</u>
	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Donations	81,565	81,565
Grants	3,581	3,581
	<u>85,146</u>	<u>85,146</u>

3. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £
Investment income - bank interest received	<u>276</u>	<u>276</u>
	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Investment income - bank interest received	<u>291</u>	<u>291</u>

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

4. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Total 2025 £
Direct costs	79,361	79,361
	Unrestricted funds 2024 £	Total 2024 £
Direct costs	81,245	81,245

5. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Direct costs	74,361	5,000	79,361
	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Direct costs	77,664	3,581	81,245

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2025 £	Total funds 2025 £
Venue hire	20,844	20,844
Insurance	1,014	1,014
Transport	2,340	2,340
Accountancy fees	900	900
Event cost	893	893
Marketing	5,295	5,295
Production fees	24,625	24,625
Project management	17,280	17,280
Trophies	1,170	1,170
Total 2025	74,361	74,361

	Activities 2024 £	Total funds 2024 £
Venue hire	30,326	30,326
Insurance	1,040	1,040
Transport	2,470	2,470
Accountancy fees	870	870
Event cost	570	570
Marketing	4,325	4,325
Production fees	22,628	22,628
Project management	14,400	14,400
Trophies	1,035	1,035
Total 2024	77,664	77,664

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2025 £	Total funds 2025 £
Grant expenditure	5,000	5,000
	Activities 2024 £	Total funds 2024 £
Grant expenditure	3,581	3,581

6. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £900 (2024 - £870).

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

7. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 December 2025, expenses totalling £NIL were reimbursed or paid directly to Trustee (2024 - £NIL). The expenses largely related to the event costs expenditure incurred during the year.

8. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	-	450
Prepayments and accrued income	10,970	5,659
	<u>10,970</u>	<u>6,109</u>

9. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	10,800	13,400
Accruals and deferred income	5,388	1,470
	<u>16,188</u>	<u>14,870</u>

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

10. Statement of funds

Statement of funds - current year

	Balance at 1 January 2025 £	Income £	Expenditure £	Balance at 31 December 2025 £
Unrestricted funds				
General funds - all funds	14,603	79,589	(79,361)	14,831

Statement of funds - prior year

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
Unrestricted funds				
General funds - all funds	10,411	85,437	(81,245)	14,603

11. Summary of funds

Summary of funds - current year

	Balance at 1 January 2025 £	Income £	Expenditure £	Balance at 31 December 2025 £
General funds	14,603	79,589	(79,361)	14,831

Summary of funds - prior year

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
General funds	10,411	85,437	(81,245)	14,603

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

12. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Current assets	31,019	31,019
Creditors due within one year	(16,188)	(16,188)
Total	14,831	14,831

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	29,473	29,473
Creditors due within one year	(14,870)	(14,870)
Total	14,603	14,603

13. Related party transactions

During the year ended 31 December 2025, expenses totalling £17,280 (2024 - £14,400) were reimbursed or paid directly to QCL Associates LLP, a company in which a Trustee is a member. The expenses largely related to project management incurred during the year. At the year end, the Charity owed £NIL (2024 - £NIL) to QCL Associates LLP.

WOMEN LEADERS UK

England & Wales - Charity number 1174854

Accounts

WOMEN LEADERS UK

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

WOMEN LEADERS UK

CONTENTS

	Page
Reference and Administrative Details of the Charity, its Trustees and Advisers	1
Trustees' Report	2 - 4
Trustees' Responsibilities Statement	5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 - 17

WOMEN LEADERS UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees

Claire Farmer
Freddie Guilmar
Kelly Haynes (resigned 15 January 2025)
Susan Izadkhasti
Dr Julie Mills
Hiran Odedra
Ruby Parmar
Zoe Raven
Nikki Ross
Sarah Thorne
Gamiel Yafai

Charity registered number

1174854

Principal office

C/O Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Bucks, MK9 1NA

Independent Examiner

Grant Franklin, For and on behalf of Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Bucks, MK9 1NA

Bankers

NatWest, 501 Silbury Boulevard, Saxon Gate East, Milton Keynes, Bucks, MK9 3ER

WOMEN LEADERS UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their annual report together with the financial statements of the Charity for the 1 January 2024 to 31 December 2024.

Objectives and activities

a. Policies and objectives

The object of Women Leaders UK is the promotion of gender equality and diversity for the public benefit. This includes the encouragement and support of young women to study Science, Technology, Engineering and Mathematics (known as STEM subjects), inspire and support women to succeed and reach their potential, promote the achievements of women, provide role models and to organise and run conferences and other events.

b. Activities undertaken to achieve objectives

- Providing support to encourage and enable young women to study STEM subjects.
- Organising conferences, seminars, research and other educational activities.
- Inspiring and supporting young women to fully develop their education, skills and training so that they can maximise their potential.
- Promoting the achievements of all women and thereby provide role models for the wider community.
- Working in partnership with other organisations and voluntary groups to achieve and deliver Women Leaders UK's purpose.

c. Main activities undertaken to further the Charity's purposes for the public benefit

The Board focused its limited resources on key activities to its charitable objectives including:

- Career Connect mentoring scheme and Allyship training offering supported by Milton Keynes Council as part of their economic recovery plan grant.
- Promoted the awareness of STEM through MK Innovates event.
- Celebrating and promoting the achievements of all women at the annual Awards Gala dinner.

Achievements and performance

a. Key performance indicators

Income this period was £85,437 and expenditure was £81,245.

Total funds at the period end were £14,603.

WOMEN LEADERS UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance (continued)

b. Review of activities

In this twelve month period the main activities have been:

MK Innovates

The objective of the MK Innovates event was to showcase Science, Technology, Engineering and Mathematics (STEM) businesses and academic institutions to inspire students contemplating a career in STEM, or adults considering a career change or career advancement.

The 2-day festival event at Unity Place, Milton Keynes in October 2024 saw over 500 attendees on day 1 "Women in STEM" and 1100 students attended for day 2 "School in STEM" including home-schooled students and over 40 organisations across Milton Keynes and wider exhibited and showcased their technologies and type of careers, training/apprenticeships they have available.

Attendance in day one was higher than in previous years, and participation and engagement from the public were high and rewarding. Those who did participate agreed the event was worthwhile, and all expressed a desire to repeat the festival at the next available slot in 2025.

Career Connect Mentoring

The mentoring programme has continued to be popular and a success since its launch in 2021 which was funded by Milton Keynes City Council. Our latest figures show that 100 women engaged in the mentoring process with our selection of over 40 mentors. We continue to offer the service to anyone that asks. Our aim is not to simply focus on leaders but to support women at every level to achieve their goals. We continue to support women in refuges following domestic abuse and are ensuring focused support with a mixture of online and face to face support.

Positive results include those securing employment, promotion, raised confidence and general wellbeing improvements. Testimonials show how valuable a resource this is and to be able to offer it free of charge is particularly valuable.

Our generous grant from Milton Keynes Community Foundation will enable us to obtain admin and website support to further professionalise the offer so we can then focus on expansion.

Allyship Training

The Allyship programme was launched with MK Council in 2021. Delivery of the programme commenced in February 2022, and to date 21 sessions have been delivered, impacting over 259 attendees. Feedback to date has been extremely positive.

Milton Keynes Awards Gala Dinner

2024 saw another high profile, prestigious Gala dinner to promote and celebrate the achievements of all women. Over 146 remarkable women were nominated in 14 categories (which was higher than previous years) and following a rigorous judging and interview process, the finalist were announced at the gala awards ceremony on 18th June 2024 attended by 380 dignitaries, sponsors, finalists, and Guests. Our headline partners National House Building Council (NHBC) led an inspirational panel discussion focussing on the importance of women in the construction industry and the business imperative to diversify the workforce.

This prestigious celebration perfectly showcased and promoted the amazing achievements and talent of all the winners and nominees as well as raising valuable funds for the Charity.

WOMEN LEADERS UK

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance (continued)

The Charity's priorities for 2025 include:

- Undertake a strategic review and plan for the next five years ensuring the charity delivers its charitable objectives.
- Ensure effective succession planning for the Chair and Vice Chair of trustees.
- Increase the charity's profile in the business community to secure new, value adding partnerships.
- Continue to drive the successful mentoring programme (Career Connect) and Allyship training programme or senior leaders in MK Businesses to support organisations which aspire to create female friendly, flexible workplaces.
- Through the networking and mentoring programme continue to support women to maximise their potential and to be role models for others.
- Launch the 2025 awards event.
- Continue to promote STEM through the MK Innovates event.

c. Investment policy and performance

No investments were made in 2024.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Signed by:

A788EBF06FBD41A...
.....
Dr Julie Mills

Date: 27-06-2025 | 10:59 BST

WOMEN LEADERS UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

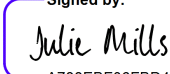
The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Signed by:

A788EBF06FBD41A...
.....
Dr Julie Mills

Date: 27-06-2025 | 10:59 BST

WOMEN LEADERS UK

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024**

Independent Examiner's Report to the Trustees of Women Leaders UK ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2024.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Responsibilities and Basis of Report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Signed: 
Grant Franklin
C/O Hillier Hopkins
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

Dated: 06-07-2025 | 09:16 BST
ACA

WOMEN LEADERS UK

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:				
Donations and activities	2	85,146	85,146	83,821
Investments	3	291	291	266
Total income		85,437	85,437	84,087
Expenditure on:				
Charitable activities	4	81,245	81,245	82,485
Total expenditure		81,245	81,245	82,485
Net movement in funds		4,192	4,192	1,602
Reconciliation of funds:				
Total funds brought forward		10,411	10,411	8,809
Net movement in funds		4,192	4,192	1,602
Total funds carried forward		14,603	14,603	10,411

The notes on pages 9 to 17 form part of these financial statements.

WOMEN LEADERS UK

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Current assets			
Debtors	8	6,109	1,048
Cash at bank and in hand		23,364	20,068
		<u>29,473</u>	<u>21,116</u>
Current liabilities			
Creditors: amounts falling due within one year	9	(14,870)	(10,705)
		<u>14,603</u>	<u>10,411</u>
Net current assets			
		<u>14,603</u>	<u>10,411</u>
Total net assets			
		<u><u>14,603</u></u>	<u><u>10,411</u></u>
Charity funds			
Unrestricted funds	10	14,603	10,411
		<u>14,603</u>	<u>10,411</u>
Total funds			
		<u><u>14,603</u></u>	<u><u>10,411</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Signed by:

.....A788EBF06FBD41A.....
Dr Julie Mills

Date: 27-06-2025 | 10:59 BST

The notes on pages 9 to 17 form part of these financial statements.

WOMEN LEADERS UK

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and Charities Act 2011.

Women Leaders UK constitutes a public benefit entity as defined by FRS 102.

1.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably. In accordance

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WOMEN LEADERS UK

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

1. Accounting policies (continued)**1.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Charitable activities and Governance costs are costs incurred on the Charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.4 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of Financial Activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash at bank and in hand

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

1.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

WOMEN LEADERS UK

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

1. Accounting policies (continued)

1.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

2. Income from donations and legacies

	Unrestricted funds 2024 £	Total funds 2024 £
Donations	81,565	81,565
Government grants	3,581	3,581
	<u>85,146</u>	<u>85,146</u>
	Unrestricted funds 2023 £	Total funds 2023 £
Donations	70,005	70,005
Government grants	13,816	13,816
	<u>83,821</u>	<u>83,821</u>

WOMEN LEADERS UK

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

3. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Investment income - bank interest received	291	291
	Unrestricted funds 2023 £	Total funds 2023 £
Investment income - bank interest received	266	266

4. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Total 2024 £
Direct costs	81,245	81,245
	Unrestricted funds 2023 £	Total 2023 £
Direct costs	82,485	82,485

WOMEN LEADERS UK

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

5. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Direct costs	77,664	3,581	81,245
	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Direct costs	68,669	13,816	82,485

Analysis of direct costs

	Activities 2024 £	Total funds 2024 £
Venue hire	30,326	30,326
Insurance	1,040	1,040
Transport	2,470	2,470
Accountancy fees	870	870
Event cost	570	570
Marketing	4,325	4,325
Production fees	22,628	22,628
Project management	14,400	14,400
Trophies	1,035	1,035
Total 2024	77,664	77,664

WOMEN LEADERS UK

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

5. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Activities 2023 £	Total funds 2023 £
Venue hire	18,947	18,947
Insurance	1,282	1,282
Transport	4,822	4,822
Accountancy fees	834	834
Event cost	1,314	1,314
Marketing	613	613
Subsistence	10	10
Production fees	24,270	24,270
Project management	15,480	15,480
Trophies	1,097	1,097
Total 2023	68,669	68,669

Analysis of support costs

	Activities 2024 £	Total funds 2024 £
Council grant expenditure	3,581	3,581

	Activities 2023 £	Total funds 2023 £
Council grant expenditure	13,816	13,816

6. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £870 (2023 - £834).

WOMEN LEADERS UK

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

7. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 December 2024, expenses totalling £NIL were reimbursed or paid directly to Trustee (2023 - £582). The expenses largely related to the event costs expenditure incurred during the year.

8. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	450	825
Prepayments and accrued income	5,659	223
	<u>6,109</u>	<u>1,048</u>

9. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	13,400	15
Accruals and deferred income	1,470	10,690
	<u>14,870</u>	<u>10,705</u>

WOMEN LEADERS UK

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

10. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
Unrestricted funds				
General funds - all funds	10,411	85,437	(81,245)	14,603

Statement of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
Unrestricted funds				
General funds - all funds	8,809	84,087	(82,485)	10,411

11. Summary of funds

Summary of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
General funds	10,411	85,437	(81,245)	14,603

Summary of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
General funds	8,809	84,087	(82,485)	10,411

WOMEN LEADERS UK

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

12. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	29,473	29,473
Creditors due within one year	(14,870)	(14,870)
Total	14,603	14,603

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Total funds 2023 £
Current assets	21,116	21,116
Creditors due within one year	(10,705)	(10,705)
Total	10,411	10,411

13. Related party transactions

During the year ended 31 December 2024, expenses totalling £14,400 (2023 - £19,124) were reimbursed or paid directly to QCL Associates LLP, a company in which a Trustee is a member. The expenses largely related to project management incurred during the year. At the year end, the Charity owed £NIL (2023 - £NIL) to QCL Associates LLP.

WOMEN LEADERS UK

England & Wales - Charity number 1174854

Accounts

WOMEN LEADERS UK

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

WOMEN LEADERS UK

CONTENTS

	Page
Reference and Administrative Details of the Charity, its Trustees and Advisers	1
Trustees' Report	2 - 4
Trustees' Responsibilities Statement	5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 - 17

WOMEN LEADERS UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees

Claire Farmer
Pam Gosal (resigned 31 October 2023)
Freddie Guilnard (appointed 17 October 2023)
Kelly Haynes
Susan Izadkhasti
Dr Julie Mills
Hiran Oedra
Ruby Parmar
Zoe Raven
Nikki Ross
Sarah Thorne
Gamiel Yafai

Charity registered number

1174854

Principal office

C/O Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Bucks, MK9 1NA

Independent Examiner

Grant Franklin, For and on behalf of Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Bucks, MK9 1NA

Bankers

NatWest, 501 Silbury Boulevard, Saxon Gate East, Milton Keynes, Bucks, MK9 3ER

WOMEN LEADERS UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report together with the financial statements of the Charity for the year 1 January 2023 to 31 December 2023.

Objectives and activities

a. Policies and objectives

The object of Women Leaders UK is the promotion of gender equality and diversity for the public benefit. This includes the encouragement and support of young women to study Science, Technology, Engineering and Mathematics (known as STEM subjects), inspire and support women to succeed and reach their potential, promote the achievements of women, provide role models and to organise and run conferences and other events.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Activities undertaken to achieve objectives

- Providing support to encourage and enable young women to study STEM subjects.
- Organising conferences, seminars, research and other educational activities.
- Inspiring and supporting young women to fully develop their education, skills and training so that they can maximise their potential.
- Promoting the achievements of all women and thereby provide role models for the wider community.
- Working in partnership with other organisations and voluntary groups to achieve and deliver Women Leaders UK's purpose.

c. Main activities undertaken to further the Charity's purposes for the public benefit

The Board focused its limited resources on key activities, aligned to its charitable objectives including:

- Career Connect mentoring scheme and Allyship training offering supported by Milton Keynes Council as part of their economic recovery plan grant.
- Promoted the awareness of STEM through MK Innovates event.
- Recruited three new trustees on to the board to enhance the current board's skills and experience and succession plan.

Achievements and performance

a. Key performance indicators

Income this period was £84,087 and expenditure was £82,485.

Total funds at the year end were £10,411.

WOMEN LEADERS UK

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

Achievements and performance (continued)

b. Review of activities

In this twelve month period the main activities have been:

MK Innovates

The objective of the MK Innovates event was to showcase Science, Technology, Engineering and Mathematics (STEM) businesses and academic institutions to inspire students contemplating a career in STEM, or adults considering a career change.

The 2-day festival event at Unity Place, Milton Keynes in October 2023 saw over 300 attendees on day 1 'Women in Stem' and 1600 students attended for day 2 'School in STEM' including home-schooled students and over 40 organisations across Milton Keynes and wider exhibited and showcased their technologies and types of careers, training/apprenticeships they have available.

Attendance was highest it's been compared to previous years, participation and engagement from the public was high and rewarding. Those that did participate agreed the event was worthwhile and all expressed a desire to repeat the festival at the next available slot in 2024.

Career Connect Mentoring

The mentoring programme has continued to be popular and a success since its launch in 2021 with the support of MK City Council. Our latest figures show that 75 women engaged in the mentoring process with our mentors. We continue to offer the service to those that need it. During the course of the funding we offered to women returning to work post COVID, women returning post maternity leave or women just starting out, women who had been furloughed, women who just needed their confidence back after working from home for a long time, victims of domestic abuse returning to the workplace from the safety of the women refuge and many others in varying difficulties. We tried not to turn anyone away and endeavoured to support everyone who asked. Positive results include those securing employment, promotion, raised confidence and general wellbeing improvements. Testimonials show how valuable a resource this is and to be able to offer it free of charge is particularly valuable.

Allyship Training

The Allyship programme was launched with MK Council in 2021. Delivery of the programme commenced in February 2022, and to date 18 sessions have been delivered, impacting over 200 attendees. The target of 20 businesses by March 2024 will be met. Feedback to date has been extremely positive.

Milton Keynes Awards Gala Dinner

2023 saw the return of the annual Awards Gala dinner to promote and celebrate the achievements of all women. Over 146 remarkable women were nominated in 14 categories (which was higher than previous years) and following a rigorous judging and interview process, the finalists were announced at the gala awards ceremony on 7 June 2023 attended by 360 dignitaries, sponsors, finalists, and guests. Our headline partners Oracle Red Bull Racing led an inspirational panel discussion with Hannah Schmitz - Principal Strategy Engineer, Lee Bollom - Finance Director, and Laura Mohess - Health and Environment Coordinator.

This prestigious celebration perfectly showcased and promoted the amazing achievements and talent of all the winners and nominees as well as raising valuable funds for the Charity.

WOMEN LEADERS UK

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Achievements and performance (continued)

The Charity's priorities for 2024 include:

- Recruit new Trustees, embedded in their local communities, and apply their skills and experience to clearly defined roles aligned to the charitable objectives.
- Continue to drive the successful mentoring programme (Career Connect) and Allyship training programme for senior leaders in MK Businesses to support organisations which aspire to create female friendly, flexible workplaces.
- Through the networking and mentoring programme continue to support women to maximise their potential and to be role models for others.
- Launch the 2024 awards event.
- Continue to promote STEM through the MK Innovates event.

c. Investment policy and performance

No investments were made in 2023.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Signed by:

A788EBF06FBD41A...

.....
Dr Julie Mills

Date:19-08-2024 | 16:05 BST

WOMEN LEADERS UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

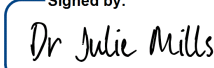
The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Signed by:

.....A788BEF06FBD41A.....
Dr Julie Mills

Date: 19-08-2024 | 16:05 BST

WOMEN LEADERS UK

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023**

Independent Examiner's Report to the Trustees of Women Leaders UK ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2023.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Responsibilities and Basis of Report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Signed:

Grant Franklin
C/O Hillier Hopkins
249 Silbury Boulevard
Milton Keynes
Bucks
MK9 1NA

DocuSigned by:

512213CD94334AB...

Dated: 27-08-2024 | 14:38 BST

ACA

WOMEN LEADERS UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Income from:				
Donations and activities	2	83,821	83,821	10,022
Investments	3	266	266	58
Total income		<u>84,087</u>	<u>84,087</u>	<u>10,080</u>
Expenditure on:				
Charitable activities	4	82,485	82,485	12,971
Total expenditure		<u>82,485</u>	<u>82,485</u>	<u>12,971</u>
Net movement in funds		<u>1,602</u>	<u>1,602</u>	<u>(2,891)</u>
Reconciliation of funds:				
Total funds brought forward		8,809	8,809	11,700
Net movement in funds		1,602	1,602	(2,891)
Total funds carried forward		<u>10,411</u>	<u>10,411</u>	<u>8,809</u>

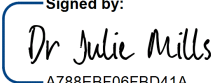
The notes on pages 9 to 17 form part of these financial statements.

WOMEN LEADERS UK

BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
Current assets			
Debtors	8	1,048	8,168
Cash at bank and in hand		20,068	25,082
		<u>21,116</u>	<u>33,250</u>
Creditors: amounts falling due within one year	9	(10,705)	(24,441)
Net current assets		<u>10,411</u>	<u>8,809</u>
Total net assets		<u><u>10,411</u></u>	<u><u>8,809</u></u>
Charity funds			
Unrestricted funds	10	10,411	8,809
Total funds		<u><u>10,411</u></u>	<u><u>8,809</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Signed by:

A788EBF06FBD41A...
.....
Dr Julie Mills

Date: 19-08-2024 | 16:05 BST

The notes on pages 9 to 17 form part of these financial statements.

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and Charities Act 2011.

Women Leaders UK constitutes a public benefit entity as defined by FRS 102.

1.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably. In accordance

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1. Accounting policies (continued)**1.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Charitable activities and Governance costs are costs incurred on the Charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.4 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.7 Cash at bank and in hand

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

1.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. Accounting policies (continued)

1.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

2. Income from donations and legacies

	Unrestricted funds 2023 £	Total funds 2023 £
Donations	70,005	70,005
Government grants	13,816	13,816
	<u>83,821</u>	<u>83,821</u>
	Unrestricted funds 2022 £	Total funds 2022 £
Donations	2,000	2,000
Government grants	8,022	8,022
	<u>10,022</u>	<u>10,022</u>

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

3. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Investment income - bank interest received	266	266

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Investment income - bank interest received	58	58

4. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Total 2023 £
Direct costs	82,485	82,485

	<i>Unrestricted funds 2022 £</i>	<i>Total 2022 £</i>
Direct costs	12,971	12,971

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

5. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Direct costs	68,669	13,816	82,485

	<i>Activities undertaken directly 2022 £</i>	<i>Support costs 2022 £</i>	<i>Total funds 2022 £</i>
Direct costs	4,949	8,022	12,971

Analysis of direct costs

	Activities 2023 £	Total funds 2023 £
Venue hire	18,947	18,947
Insurance	1,282	1,282
Transport	4,822	4,822
Accountancy fees	834	834
Event cost	1,314	1,314
Marketing	613	613
Subsistence	10	10
Production fees	24,270	24,270
Project management	15,480	15,480
Trophies	1,097	1,097
Total 2023	68,669	68,669

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

5. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Activities 2022 £	Total funds 2022 £
Insurance	997	997
Transport	3,160	3,160
Accountancy fees	792	792
<i>Total 2022</i>	<u>4,949</u>	<u>4,949</u>

Analysis of support costs

	Activities 2023 £	Total funds 2023 £
Council grant expenditure	<u>13,816</u>	<u>13,816</u>

	Activities 2022 £	Total funds 2022 £
Council grant expenditure	<u>8,022</u>	<u>8,022</u>

6. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £834 (2022 - £792).

7. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 December 2023, expenses totalling £582 were reimbursed or paid directly to 2 Trustees (2022 - £NIL). The expenses largely related to the event costs expenditure incurred during the year.

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

8. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	825	8,000
Prepayments and accrued income	223	168
	<u>1,048</u>	<u>8,168</u>

9. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	15	1,095
Accruals and deferred income	10,690	23,346
	<u>10,705</u>	<u>24,441</u>

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
Unrestricted funds				
General Funds - all funds	8,809	84,087	(82,485)	10,411

Statement of funds - prior year

	<i>Balance at 1 January 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2022 £</i>
Unrestricted funds				
General Funds - all funds	<i>11,700</i>	<i>10,080</i>	<i>(12,971)</i>	<i>8,809</i>

11. Summary of funds

Summary of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
General funds	8,809	84,087	(82,485)	10,411

Summary of funds - prior year

	<i>Balance at 1 January 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2022 £</i>
General funds	<i>11,700</i>	<i>10,080</i>	<i>(12,971)</i>	<i>8,809</i>

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

12. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Total funds 2023 £
Current assets	21,116	21,116
Creditors due within one year	(10,705)	(10,705)
Total	<u>10,411</u>	<u>10,411</u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Current assets	33,250	33,250
Creditors due within one year	(24,441)	(24,441)
Total	<u>8,809</u>	<u>8,809</u>

13. Related party transactions

During the year ended 31 December 2023, expenses totalling £19,124 (2022 - £NIL) were reimbursed or paid directly to QCL Associates LLP, a company in which a Trustee is a member. The expenses largely related to project management and council grant expenditure incurred during the year. At the year end, the Charity owed £NIL (2022 - £NIL) to QCL Associates LLP.

WOMEN LEADERS UK

England & Wales - Charity number 1174854

Accounts

WOMEN LEADERS UK

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

WOMEN LEADERS UK

CONTENTS

	Page
Reference and administrative details of the charity, its trustees and advisers	1
Trustees' report	2 - 4
Independent examiner's report	5 - 6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 14

WOMEN LEADERS UK

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Trustees

Claire Farmer
Pam Gosal
Kelly Haynes
Dr Julie Mills
Ruby Parmar
Zoe Raven
Nikki Ross
Elizabeth Sheldon (resigned 13 December 2022)
Gamiel Yafai
Hanayyah Sutton (resigned 13 December 2022)
Sarah Thorne
Hiran Odedra
Susan Izadkhasti (appointed 13 December 2022)

Charity registered number

1174854

Principal office

c/o Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Buckinghamshire, MK9 1NA

Independent Examiner

Grant Franklin c/o Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Buckinghamshire, MK9 1NA

Bankers

NatWest, 501 Silbury Boulevard, Saxon Gate East, Milton Keynes, Buckinghamshire, MK9 3ER

WOMEN LEADERS UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees present their annual report together with the financial statements of the charity for the period 1 January 2022 to 31 December 2022.

Objectives and Activities

a. POLICIES AND OBJECTIVES

The object of Women Leaders UK is the promotion of gender equality and diversity for the public benefit. This includes the encouragement and support of young women to study Science, Technology, Engineering and Mathematics (known as STEM subjects), inspire and support women to succeed and reach their potential, promote the achievements of women, provide role models and to organise and run conferences and other events.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

- Providing support to encourage and enable young women to study STEM subjects;
- Organising conferences, seminars, research and other educational activities;
- Inspiring and supporting young women to fully develop their education, skills and training so that they can maximise their potential;
- Promoting the achievements of all women and thereby provide role models for the wider community;
- Working in partnership with other organisations and voluntary groups to achieve and deliver Women Leaders UK's purpose

c. MAIN ACTIVITIES UNDERTAKEN TO FURTHER THE CHARITY'S PURPOSES FOR PUBLIC BENEFIT

The Board focused its limited resources on key activities, aligned to its charitable objectives including:

- Launched Career Connect mentoring scheme and Allyship training offering supported by Milton Keynes Council as part of their economic recovery plan grant.
- Promoted the awareness of STEM through MK Innovates event.
- Recruited three new trustees on to the board to enhance the current board's skills and experience and succession plan.

Achievements and performance

a. KEY FINANCIAL PERFORMANCE INDICATORS

Income this period was £10,080 and expenditure was £12,971.

Total funds at the period end were £8,809.

WOMEN LEADERS UK

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 DECEMBER 2022

b. REVIEW OF ACTIVITIES

The Board of Trustees took a decision to boost reserves and focus on delivering the Career Connect mentoring and Allyship training, which was secured by a £30,000 grant from Milton Keynes Council in May 2021. In this twelve month period the main activities have been:

MK Innovates

The objective of the MK Innovates event was to showcase Science, Technology, Engineering and Mathematics (STEM) businesses and academic institutions to inspire students contemplating a career in STEM, or adults considering a career change.

The 1-day festival event in Middleton Hall Milton Keynes in October 2022 saw over 1000 students attend, including home-schooled students; participation and engagement from the public was high and rewarding. Whilst attendance was lower than previous years, those that did participate agreed the event was worthwhile and all expressed a desire to repeat the festival at the next available slot in 2023.

Career Connect Mentoring

As the pandemic restrictions started to relax and the difficulties faced by many (and disproportionately women) began to show, in terms of their ability to return to work, the board of trustees applied for a grant from MK Council. This enabled WLUK to offer a bespoke mentoring service to women who were returning to work after COVID, after furlough or after a period of absence for another reason, including those returning to the workplace after an extended period of working from home. Each applicant had five free sessions and discounted access to online learning provided by a third party. The offer has been extended to more women. Going forward, the mentoring offer will continue to develop to include award nominees and finalists.

Allyship Training

The Allyship programme was launched with MK Council in 2021. Support was received from MK Business with the help of MK BID and rolling out of the programme is one of the future projects the BID has committed to working with in its strategic business plan. Twelve individuals have been trained as trainers including three Diversity & Inclusion experts. Delivery of the programme commenced in February 2022, and to date three sessions have been delivered with several more in the pipeline. The target of 20 businesses by the end of 2022 will be met and may be exceeded. Feedback to date has been extremely positive.

Milton Keynes Awards Gala Dinner

Due to the charities commitments to run Career Connect mentoring and Allyship training, the board has not hosted an event in 2022. The board has set out a planned workstream of events with a view to holding a 2023 fundraising gala dinner and to celebrate the amazing achievements of Women in MK.

The Charity's priorities for 2023 include:

- Recruit new Trustees, embedded in their local communities, and apply their skills and experience to clearly defined roles aligned to the charitable objectives;
- Continue to drive the successful Economic Recovery project part funded by Milton Keynes Council to support women affected by the global pandemic to mitigate the risk of losing highly skilled women from the workforce. This includes the mentoring programme (Career Connect) and Allyship training programme for senior leaders in MK Businesses to support organisations which aspire to create female friendly, flexible workplaces;
- Through the networking and mentoring programme continue to support women to maximise their potential and to be role models for others;
- Launch the 2023 awards event.

WOMEN LEADERS UK

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 DECEMBER 2022

c. INVESTMENT POLICY AND PERFORMANCE

No investments were made in 2022.

TRUSTEES' RESPONSIBILITIES STATEMENT

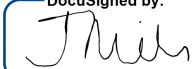
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees, on _____ and signed on their behalf by:

DocuSigned by:

A788EBF06FBD41A...

Dr Julie Mills

15-06-2023 | 13:57 BST

WOMEN LEADERS UK

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WOMEN LEADERS UK (the 'charity')

I report to the charity Trustees on my examination of the accounts of the charity for the Year ended 31 December 2022.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

WOMEN LEADERS UK

**INDEPENDENT EXAMINER'S REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2022**

INDEPENDENT EXAMINER'S STATEMENT

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Signed: 
Grant Franklin ACA

Dated: 21-06-2023 | 09:22 BST

c/o Hillier Hopkins LLP
249 Silbury Boulevard
Milton Keynes
Buckinghamshire
MK9 1NA

WOMEN LEADERS UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
INCOME FROM:				
Donations and activities	2	10,022	10,022	19,180
Investments	3	58	58	2
TOTAL INCOME		<u>10,080</u>	<u>10,080</u>	<u>19,182</u>
EXPENDITURE ON:				
Charitable activities		12,971	12,971	8,282
TOTAL EXPENDITURE		<u>12,971</u>	<u>12,971</u>	<u>8,282</u>
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES		(2,891)	(2,891)	10,900
NET MOVEMENT IN FUNDS		(2,891)	(2,891)	10,900
RECONCILIATION OF FUNDS:				
Total funds brought forward		11,700	11,700	800
TOTAL FUNDS CARRIED FORWARD		<u><u>8,809</u></u>	<u><u>8,809</u></u>	<u><u>11,700</u></u>

The notes on pages 9 to 14 form part of these financial statements.

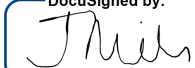
WOMEN LEADERS UK

**BALANCE SHEET
AS AT 31 DECEMBER 2022**

	Note	£	2022 £	£	2021 £
CURRENT ASSETS					
Debtors	7	8,168		156	
Cash at bank and in hand		25,082		29,358	
		<u>33,250</u>		<u>29,514</u>	
CREDITORS: amounts falling due within one year					
	8	(24,441)		(17,814)	
NET CURRENT ASSETS			<u>8,809</u>		<u>11,700</u>
NET ASSETS			<u>8,809</u>		<u>11,700</u>
CHARITY FUNDS					
Unrestricted funds	9		<u>8,809</u>		<u>11,700</u>
TOTAL FUNDS			<u>8,809</u>		<u>11,700</u>

The financial statements were approved by the Trustees on

and signed on their behalf, by:

DocuSigned by:

A788EBF06FBD41A...

Dr Julie Mills
15-06-2023 | 13:57 BST

The notes on pages 9 to 14 form part of these financial statements.

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. ACCOUNTING POLICIES**1.1 Basis of preparation of financial statements**

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and Charities Act 2011.

Women Leaders UK constitutes a public benefit entity as defined by FRS 102.

1.2 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' report for more information about their contribution.

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. ACCOUNTING POLICIES (continued)**1.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.5 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.6 Cash at Bank and in hand

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

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. ACCOUNTING POLICIES (continued)

1.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

2. INCOME FROM DONATIONS AND ACTIVITIES

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Donations and activities	2,000	2,000	14,600
Government grants	8,022	8,022	4,580
Total donations and activities	10,022	10,022	19,180
<i>Total 2021</i>	<i>19,180</i>	<i>19,180</i>	

3. INVESTMENT INCOME

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Investment income - bank interest received	58	58	2
<i>Total 2021</i>	<i>2</i>	<i>2</i>	

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

4. DIRECT COSTS

	Activities £	Total 2022 £	Total 2021 £
Event management	-	-	698
Insurance	997	997	904
Transport	3,160	3,160	1,230
Photography	-	-	150
Accountancy fees	792	792	720
	<u>4,949</u>	<u>4,949</u>	<u>3,702</u>
<i>Total 2021</i>	<u>3,702</u>	<u>3,702</u>	

5. SUPPORT COSTS

	Activities £	Total 2022 £	Total 2021 £
Council grant expenditure	8,022	8,022	4,580
	<u>8,022</u>	<u>8,022</u>	<u>4,580</u>
<i>Total 2021</i>	<u>4,580</u>	<u>4,580</u>	

6. NET INCOME/(EXPENDITURE)

During the Year, no Trustees received any remuneration (2021 - £NIL).
During the Year, no Trustees received any benefits in kind (2021 - £NIL).
During the Year, no Trustees received any reimbursement of expenses (2021 - £NIL).

7. DEBTORS

	2022 £	2021 £
Trade debtors	8,000	-
Prepayments and accrued income	168	156
	<u>8,168</u>	<u>156</u>

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

8. CREDITORS: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	1,095	-
Accruals and deferred income	23,346	17,814
	<u>24,441</u>	<u>17,814</u>

9. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
Unrestricted funds				
General Funds - all funds	<u>11,700</u>	<u>10,080</u>	<u>(12,971)</u>	<u>8,809</u>

STATEMENT OF FUNDS - PRIOR YEAR

	<i>Balance at 1 January 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2021 £</i>
General Funds - all funds	<u>800</u>	<u>19,182</u>	<u>(8,282)</u>	<u>11,700</u>
Total of funds	<u>800</u>	<u>19,182</u>	<u>(8,282)</u>	<u>11,700</u>

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
General funds	<u>11,700</u>	<u>10,080</u>	<u>(12,971)</u>	<u>8,809</u>

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

9. STATEMENT OF FUNDS (continued)

SUMMARY OF FUNDS - PRIOR YEAR

	<i>Balance at 1 January 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2021 £</i>
General funds	800	19,182	(8,282)	11,700

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2022 £	Total funds 2022 £
Current assets	33,250	33,250
Creditors due within one year	(24,441)	(24,441)
	<u>8,809</u>	<u>8,809</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Current assets	29,514	29,514
Creditors due within one year	(17,814)	(17,814)
	<u>11,700</u>	<u>11,700</u>

WOMEN LEADERS UK

England & Wales - Charity number 1174854

Accounts

WOMEN LEADERS UK

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

WOMEN LEADERS UK

CONTENTS

	Page
Reference and administrative details of the charity, its trustees and advisers	1
Trustees' report	2 - 4
Independent examiner's report	5 - 6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 14

WOMEN LEADERS UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2021

Trustees

John Cove (resigned 25 May 2021)
Claire Farmer
Kelly Haynes
Pam Gosal
Jane Horridge (resigned 25 May 2021)
Dr Julie Mills
Zoe Mills, (sabbatical 26/02/21 - 25/08/21) (resigned 26 November 2021)
Ruby Parmar
Zoe Raven
Nikki Ross
Elizabeth Sheldon
Gamiel Yafai
Hanayyah Sutton (appointed 3 February 2021)
Sarah Thorne (appointed 17 March 2021)
Hiran Odedra (appointed 22 September 2021)

Charity registered number

1174854

Principal office

c/o Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Buckinghamshire, MK9 1NA

Independent Examiner

Grant Franklin c/o Hillier Hopkins LLP, 249 Silbury Boulevard, Milton Keynes, Buckinghamshire, MK9 1NA

Bankers

NatWest, 501 Silbury Boulevard, Saxon Gate East, Milton Keynes, Buckinghamshire, MK9 3ER

WOMEN LEADERS UK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees present their annual report together with the financial statements of the charity for the period 1 January 2021 to 31 December 2021.

Objectives and Activities

a. POLICIES AND OBJECTIVES

The object of Women Leaders UK is the promotion of gender equality and diversity for the public benefit. This includes the encouragement and support of young women to study Science, Technology, Engineering and Mathematics (known as STEM subjects), inspire and support women to succeed and reach their potential, promote the achievements of women, provide role models and to organise and run conferences and other events.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

- Providing support to encourage and enable young women to study STEM subjects;
- Organising conferences, seminars, research and other educational activities;
- Inspiring and supporting young women to fully develop their education, skills and training so that they can maximise their potential;
- Promoting the achievements of all women and thereby provide role models for the wider community;
- Working in partnership with other organisations and voluntary groups to achieve and deliver Women Leaders UK's purpose

c. MAIN ACTIVITIES UNDERTAKEN TO FURTHER THE CHARITY'S PURPOSES FOR PUBLIC BENEFIT

The Board focused its limited resources on key activities, aligned to its charitable objectives including:

- Launched Career Connect mentoring scheme and Allyship training offering supported by Milton Keynes Council as part of their economic recovery plan grant.
- Promoted the awareness of STEM through MK Innovates event.
- Recruited three new trustees on to the board to enhance the current board's skills and experience and succession plan.

Achievements and performance

a. KEY FINANCIAL PERFORMANCE INDICATORS

Income this period was £19,182 and expenditure was £8,282.

Total funds at the period end were £11,700.

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 DECEMBER 2021

b. REVIEW OF ACTIVITIES

The Board of Trustees took a decision to boost reserves and focus on delivering the Career Connect mentoring and Allyship training, which was secured by a £30,000 grant from Milton Keynes Council in May 2021. In this twelve month period the main activities have been:

MK Innovates

The objective of the MK Innovates event was to showcase Science, Technology, Engineering and Mathematics (STEM) businesses and academic institutions to inspire students contemplating a career in STEM, or adults considering a career change.

Two events took place this year, one for National Science Week in March 2021, which saw over 2,700 views of twitters posts and 950 views on Facebook, all led by 30 participating organisations.

The two day festival event in Middleton Hall Milton Keynes in October 2021 was the biggest and best to date. Over 850 students attended including home schooled students for the first time; participation and engagement from the public was high and rewarding. Whilst attendance was lower than previous years due to Covid restrictions, those that did participate agreed the event was worthwhile and all expressed a desire to repeat the festival at the next available slot in 2023.

Career Connect Mentoring

As the pandemic restrictions started to relax and the difficulties faced by many (and disproportionately women) began to show, in terms of their ability to return to work, the board of trustees applied for a grant from MK Council. This enabled WLUK to offer a bespoke mentoring service to women who were returning to work after COVID, after furlough or after a period of absence for another reason, including those returning to the workplace after an extended period of working from home. Each applicant had five free sessions and discounted access to online learning provided by a third party. The offer has been extended to more women. Going forward, the mentoring offer will continue to develop to include award nominees and finalists.

Allyship Training

The Allyship programme was launched with MK Council in 2021. Support was received from MK Business with the help of MK BID and rolling out of the programme is one of the future projects the BID is committed to working with in its strategic business plan. Twelve individuals have been trained as trainers including three Diversity & Inclusion experts. Delivery of the programme commenced in February 2022, and to date three sessions have been delivered with several more in the pipeline. The target of 20 businesses by the end of 2022 will be met and may be exceeded. Feedback to date has been extremely positive.

Milton Keynes Awards Gala Dinner

Due to the ongoing pandemic and the charities commitments to run Career Connect mentoring and Allyship training, the board has not hosted an event in 2021 and 2022. The board has set out a planned workstream of events with a view to holding a 2023 fundraising gala dinner and to celebrate the amazing achievements of Women in MK.

WOMEN LEADERS UK

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 DECEMBER 2021

The Charity's priorities for 2022 (subject to COVID-19 restrictions) include:

- Recruit new Trustees, embedded in their local communities, and apply their skills and experience to clearly defined roles aligned to the charitable objectives;
- Successfully implement the Economic Recovery project part funded by Milton Keynes Council to support women affected by the global pandemic to mitigate the risk of losing highly skilled women from the workforce. This includes a mentoring programme (Career Connect) and Allyship training programme for senior leaders in MK Businesses to support organisations which aspire to create female friendly, flexible workplaces;
- Through the networking and mentoring programme continue to support women to maximise their potential and to be role models for others;
- Launch the 2023 awards event in the summer of 2022.

c. INVESTMENT POLICY AND PERFORMANCE

No investments were made in 2021.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees 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).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees, on 27 June 2022 and signed on their behalf by:



Dr Julie Mills

WOMEN LEADERS UK

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WOMEN LEADERS UK (the 'charity')

I report to the charity Trustees on my examination of the accounts of the charity for the Year ended 31 December 2021.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

WOMEN LEADERS UK

INDEPENDENT EXAMINER'S REPORT (continued) FOR THE YEAR ENDED 31 DECEMBER 2021

INDEPENDENT EXAMINER'S STATEMENT

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Signed:



Dated: 27 June 2022

Grant Franklin ACA

c/o Hillier Hopkins LLP
249 Silbury Boulevard
Milton Keynes
Buckinghamshire
MK9 1NA

WOMEN LEADERS UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
INCOME FROM:				
Donations and activities	2	19,180	19,180	10,000
Investments	3	2	2	19
TOTAL INCOME		<u>19,182</u>	<u>19,182</u>	<u>10,019</u>
EXPENDITURE ON:				
Charitable activities		8,282	8,282	28,984
TOTAL EXPENDITURE		<u>8,282</u>	<u>8,282</u>	<u>28,984</u>
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES		10,900	10,900	(18,965)
NET MOVEMENT IN FUNDS		10,900	10,900	(18,965)
RECONCILIATION OF FUNDS:				
Total funds brought forward		800	800	19,765
TOTAL FUNDS CARRIED FORWARD		<u><u>11,700</u></u>	<u><u>11,700</u></u>	<u><u>800</u></u>

The notes on pages 9 to 14 form part of these financial statements.

WOMEN LEADERS UK

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	£	2021 £	£	2020 £
CURRENT ASSETS					
Debtors	7	156		1,834	
Cash at bank and in hand		29,358		13,320	
		<u>29,514</u>		<u>15,154</u>	
CREDITORS: amounts falling due within one year	8	(17,814)		(14,354)	
NET CURRENT ASSETS			11,700		800
NET ASSETS			<u>11,700</u>		<u>800</u>
CHARITY FUNDS					
Unrestricted funds	9		11,700		800
TOTAL FUNDS			<u>11,700</u>		<u>800</u>

The financial statements were approved by the Trustees on 27 June 2022 and signed on their behalf, by:



Dr Julie Mills

The notes on pages 9 to 14 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and Charities Act 2011.

Women Leaders UK constitutes a public benefit entity as defined by FRS 102.

1.2 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' report for more information about their contribution.

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. ACCOUNTING POLICIES (continued)

1.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.5 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.6 Cash at Bank and in hand

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

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

WOMEN LEADERS UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES (continued)

1.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

2. INCOME FROM DONATIONS AND ACTIVITIES

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations and activities	14,600	14,600	10,000
Government grants	4,580	4,580	-
Total donations and activities	19,180	19,180	10,000
Total 2020	10,000	10,000	

3. INVESTMENT INCOME

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Investment income - bank interest received	2	2	19
Total 2020	19	19	

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

4. DIRECT COSTS

	Activities £	Total 2021 £	<i>Total 2020 £</i>
Marketing and social media	-	-	150
Printing	-	-	1,000
Trophies	-	-	1,029
Event management	698	698	24,834
Insurance	904	904	671
Transport	1,230	1,230	-
Photography	150	150	1,300
Accountancy fees	720	720	-
	<u>3,702</u>	<u>3,702</u>	<u>28,984</u>
<i>Total 2020</i>	<u>28,984</u>	<u>28,984</u>	

5. SUPPORT COSTS

	Activities £	Total 2021 £	<i>Total 2020 £</i>
Council grant expenditure	4,580	4,580	-

6. NET INCOME/(EXPENDITURE)

During the Year, no Trustees received any remuneration (2020 - £NIL).
During the Year, no Trustees received any benefits in kind (2020 - £NIL).
During the Year, no Trustees received any reimbursement of expenses (2020 - £NIL).

7. DEBTORS

	2021 £	<i>2020 £</i>
Trade debtors	-	1,700
Prepayments and accrued income	156	134
	<u>156</u>	<u>1,834</u>

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

8. CREDITORS: Amounts falling due within one year

	2021	<i>2020</i>
	£	<i>£</i>
Trade creditors	-	6,354
Accruals and deferred income	17,814	8,000
	<u>17,814</u>	<u>14,354</u>

9. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
Unrestricted funds				
General Funds - all funds	<u>800</u>	<u>19,182</u>	<u>(8,282)</u>	<u>11,700</u>

STATEMENT OF FUNDS - PRIOR YEAR

	<i>Balance at 1 January 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2020 £</i>
General Funds - all funds	<u>19,765</u>	<u>10,019</u>	<u>(28,984)</u>	<u>800</u>
Total of funds	<u>19,765</u>	<u>10,019</u>	<u>(28,984)</u>	<u>800</u>

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
General funds	<u>800</u>	<u>19,182</u>	<u>(8,282)</u>	<u>11,700</u>

WOMEN LEADERS UK

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

9. STATEMENT OF FUNDS (continued)

SUMMARY OF FUNDS - PRIOR YEAR

	<i>Balance at 1 January 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 December 2020 £</i>
General funds	19,765	10,019	(28,984)	800
	<u>19,765</u>	<u>10,019</u>	<u>(28,984)</u>	<u>800</u>

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2021 £	Total funds 2021 £
Current assets	29,514	29,514
Creditors due within one year	(17,814)	(17,814)
	<u>11,700</u>	<u>11,700</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Current assets	15,154	15,154
Creditors due within one year	(14,354)	(14,354)
	<u>800</u>	<u>800</u>