

FEMSTEM

England & Wales · Charity number 1188139

Details

Status Registered

Legal form CIO

Registered 2020-02-24

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

Contact

Address 32 Ormskirk Avenue
Manchester
M20 1HF

Phone 01614258355

Email akelly@femstem.org.uk

Website <https://www.femstem.org.uk/>

Activities

Objects: TO PROMOTE THE EDUCATION IN STEM (SCIENCE, TECHNOLOGY, ENGINEERING AND MATHS) FOR GIRLS AND YOUNG WOMEN UNDER THE AGE OF 19 YEARS IN THE UK, IN PARTICULAR THOSE FROM DISADVANTAGED BACKGROUNDS, BY PROVIDING INFORMATION, GUIDANCE AND OPPORTUNITIES TO CONNECT WITH RELEVANT NETWORKS AND WOMEN ROLE MODELS.

Activities: femSTEM promotes the education in STEM (Science, Tech, Engineering and Maths) for girls and young women under the age of 19 years in the UK (based in the North West of England), in particular those from disadvantaged backgrounds, by delivering school-based events to provide information, guidance and opportunities to connect with relevant networks and women role models.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Defined Groups

Geography

- Bolton
- Bury
- Manchester City
- Oldham
- Rochdale
- Salford City
- Stockport
- Tameside
- Trafford
- Wigan

Finances

Period end	Income	Expenditure	Assets	Employees	
2025-03-31		£21	£149	-	-
2024-03-31		£535	£174	-	-
2023-03-31		£233	£406	-	-
2022-03-31		£250	£437	-	-
2021-03-31		£730	£295	-	-

Trustees

Name	Role	Appointed
Alice Kelly	Chair	2020-02-24
Catherine Greenfield		2020-02-24
Helen Macadam		2020-02-24

FEMSTEM

England & Wales - Charity number 1188139

Accounts



Trustees' Annual Report

For the period

From	Day	Month	Year	To	Day	Month	Year
	01	04	2024		31	03	2025

Reference and Administrative details

Charity name	femSTEM
Other name the charity uses	
Registered charity number	1188139
Charity's principal address	32 Ormskirk Avenue, Manchester, M20 1HF

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 Alice Kelly	Chair		
2 Helen Macadam			
3 Catherine Greenfield			

Additional information

The charity had no corporate trustees for this period.

The charity had no custodian trustees for this period.

The charity owned no property for this period, therefore no trustee held title to property belonging to the charity.

Names and addresses of advisers (optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (optional information)

Alice Kelly

Exemptions from disclosure

Reason for non-disclosure of key personnel details	Not applicable for this period.
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Funds held as custodian trustee on behalf of others

Not applicable for this period.

Structure, Governance and Management

Description of charity's trusts	
Type of governing document	Constitution (24 February 2020)
How is the charity constituted?	CIO
Trustee selection methods including details of any constitutional provisions	Trustees are appointed or reappointed annually at the Annual General Meeting held in November.
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • Policies and procedures adopted for the induction and training of trustees • The charity's organisational structure and any wider network with which the charity works • Relationship with any related parties 	Not applicable for this period.

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document	To promote the education in STEM (Science, Tech, Engineering and Maths) for girls and young women under the age of 19 years in the UK, in particular those from disadvantaged backgrounds, by providing information, guidance and opportunities to connect with relevant networks and women role models.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	<p>In planning our activities for the period the trustees kept in mind the guidance issued by the Charity Commission on public benefit.</p> <p>The main activities for this period were:</p> <ul style="list-style-type: none"> • Continuing to build networks with other similar or potential 'partner' charities, organisations or people • Maintaining an online presence via the website and/or social media • Continuing to explore new sources of income such as grants and fundraisers • Starting to explore alternative activities which could further work towards the charity's purposes
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • Policy on grant making • Policy on social investment including program related investment 	Not applicable for this period.

- Contribution made by volunteers

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

Volunteer Recruitment & Training

We continued to work towards developing volunteering opportunities, which could involve:

- collaborating on the development of workshops based on university STEM subject studies or STEM workplaces
- discussing personal experiences as women in STEM

Workshop & Speaker Events

We continued to work towards implementing ideas for improving future events.

Fundraising

We continued to work towards exploring potential outreach to other organisations.

Science, Technology, Engineering and Maths are becoming an increasingly significant feature in of all our lives. Therefore it has benefits to the futures of the girls and young women themselves (who are missing out on fulfilling, challenging and rewarding jobs), their schools, STEM industries (who are missing out on a huge amount of untapped potential – only around 26% of the core STEM workforce in the UK are women) and wider society as a whole if STEM fields become more diverse and gender balanced as soon as possible.

Additional information (optional)

You may choose to include further statements where relevant about:

- Achievements against objectives set
- Performance of fundraising activities against objectives set
- Investment performance against objectives

Financial Review

Review of the charity's financial position at the end of the period

Cash in the bank on 31 March 2024 was £306 in unrestricted funds.

Statement explaining the policy for holding reserves stating why they are held

Sufficient funds are held to cover the annual cost of maintaining an online presence/communications and recruiting/training volunteers. This will be reviewed at the next Annual General Meeting.

Amount of reserves held	£200
Reasons for holding zero reserves	Not applicable for this period.
Details of fund materially in deficit	Not applicable for this period.
Explanation of any uncertainties about the charity continuing as a going concern	Not applicable for this period.
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • The charity's principal sources of funds (including any fundraising) • Investment policy and objectives including any social investment policy adopted • A description of the principal risks facing the charity 	<p>For this period the only source of funds was donations. The principal risk facing the charity is grant requests not being accepted or a lack of further fundraising funds.</p>

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature	Alice Kelly
Full Name	Alice Kelly
Position	Chair
Date	31 January 2026



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name femSTEM	No (if any) 118139
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Receipts and payments accounts

CC16a

For the period from	Period start date 01/04/2024	To	Period end date 31/03/2025
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	21	-	-	21	535
Sub total (Gross income for AR)	21	-	-	21	535
A2 Asset and investment sales, (see table).					
Sub total	-	-	-	-	-
Total receipts	21	-	-	21	535
A3 Payments					
Domain (incl. security protection)	48	-	-	48	44
Microsoft 365 Online Business Essentials	101	-	-	101	129
Sub total	149	-	-	149	173
A4 Asset and investment purchases, (see table)					
Sub total	-	-	-	-	-
Total payments	149	-	-	149	173
Net of receipts/(payments)	- 128	-	-	- 128	362
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	434	-	-	434	-
Cash funds this year end	306	-	-	306	362

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	306	-	-
	Total cash funds	306	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Alice Kelly	Alice Kelly	31/01/2026	

FEMSTEM

England & Wales - Charity number 1188139

Accounts



Trustees' Annual Report

For the period

From	Day	Month	Year	To	Day	Month	Year
	01	04	2023		31	03	2024

Reference and Administrative details

Charity name	femSTEM
Other name the charity uses	
Registered charity number	1188139
Charity's principal address	32 Ormskirk Avenue, Manchester, M20 1HF

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 Alice Kelly	Chair		
2 Helen Macadam			
3 Catherine Greenfield			

Additional information

The charity had no corporate trustees for this period.

The charity had no custodian trustees for this period.

The charity owned no property for this period, therefore no trustee held title to property belonging to the charity.

Names and addresses of advisers (optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (optional information)

Alice Kelly

Exemptions from disclosure

Reason for non-disclosure of key personnel details	Not applicable for this period.
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Funds held as custodian trustee on behalf of others

Not applicable for this period.

Structure, Governance and Management

Description of charity's trusts	
Type of governing document	Constitution (24 February 2020)
How is the charity constituted?	CIO
Trustee selection methods including details of any constitutional provisions	Trustees are appointed or reappointed annually at the Annual General Meeting held in November.
Additional information (optional)	
You may choose to include further statements where relevant about: <ul style="list-style-type: none"> • Policies and procedures adopted for the induction and training of trustees • The charity's organisational structure and any wider network with which the charity works • Relationship with any related parties 	Not applicable for this period.

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document	To promote the education in STEM (Science, Tech, Engineering and Maths) for girls and young women under the age of 19 years in the UK, in particular those from disadvantaged backgrounds, by providing information, guidance and opportunities to connect with relevant networks and women role models.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	<p>In planning our activities for the period the trustees kept in mind the guidance issued by the Charity Commission on public benefit.</p> <p>The main activities for this period were:</p> <ul style="list-style-type: none"> • Continuing to establish 'partnerships' with local schools • Continuing to plan and develop the Workshop & Speaker events • Continuing to build networks with other similar or potential 'partner' charities, organisations or people • Maintaining an online presence via the website and social media • Continuing to explore new sources of income such as grants and fundraisers • Starting to explore alternative activities which could further work towards the charity's purposes
Additional information (optional)	
You may choose to include further statements where relevant about:	Not applicable for this period.

<ul style="list-style-type: none"> • Policy on grant making • Policy on social investment including program related investment • Contribution made by volunteers 	
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Achievements and Performance

<p style="text-align: center;">Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p><u>Volunteer Recruitment & Training</u></p> <p>We continued to develop volunteering opportunities and preparation/training sessions, which involved:</p> <ul style="list-style-type: none"> • collaborating on the development of workshops based on university STEM subject studies or STEM workplaces • discussing personal experiences as women in STEM • school-specific safeguarding awareness • health and safety awareness <p><u>Workshop & Speaker Events</u></p> <p>We continued to work towards implementing ideas for improving future events, based on feedback forms completed by the pupils and feedback given by teachers.</p> <p><u>Fundraising</u></p> <p>We started to explore potential outreach to other organisations, which saw an increase in donations to the charity for this period.</p> <p>Science, Technology, Engineering and Maths are becoming an increasingly significant feature in of all our lives, even more following the Covid-19 pandemic. Therefore it has benefits to the futures of the girls and young women themselves (who are missing out on fulfilling, challenging and rewarding jobs), their schools, STEM industries (who are missing out on a huge amount of untapped potential – only 26% of the core STEM workforce in the UK are women) and wider society as a whole if STEM fields become more diverse and gender balanced as soon as possible.</p>
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Additional information (optional)

<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • Achievements against objectives set • Performance of fundraising activities against objectives set • Investment performance against objectives 	
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Financial Review

Review of the charity's financial position at the end of the period	Cash in the bank on 31 March 2024 was £434 in unrestricted funds.
Statement explaining the policy for holding reserves stating why they are held	Sufficient funds are held to cover the annual cost of maintaining an online presence/communications and recruiting/training volunteers. This will be reviewed at the next Annual General Meeting.
Amount of reserves held	£200
Reasons for holding zero reserves	Not applicable for this period.
Details of fund materially in deficit	Not applicable for this period.
Explanation of any uncertainties about the charity continuing as a going concern	Not applicable for this period.
Additional information (optional)	
You may choose to include further statements where relevant about: <ul style="list-style-type: none">• The charity's principal sources of funds (including any fundraising)• Investment policy and objectives including any social investment policy adopted• A description of the principal risks facing the charity	For this period the only source of funds was donations. The principal risk facing the charity is grant requests not being accepted or a lack of further fundraising funds.

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature	Alice Kelly
Full Name	Alice Kelly
Position	Chair
Date	29 January 2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name femSTEM	No (if any) 118139
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Receipts and payments accounts

CC16a

For the period from	Period start date 01/04/2023	To	Period end date 31/03/2024
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	535	-	-	535	233
Sub total (Gross income for AR)	535	-	-	535	233
A2 Asset and investment sales, (see table).					
Sub total	-	-	-	-	-
Total receipts	535	-	-	535	233
A3 Payments					
Website (incl. hosting)	-	-	-	-	158
Domain (incl. security protection)	44	-	-	44	44
Microsoft 365 Online Business Essentials	129	-	-	129	129
Public Liability Insurance	-	-	-	-	75
Sub total	173	-	-	173	406
A4 Asset and investment purchases, (see table)					
Sub total	-	-	-	-	-
Total payments	173	-	-	173	406
Net of receipts/(payments)	362	-	-	362	- 173
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	73	-	-	73	-
Cash funds this year end	435	-	-	435	- 173

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	434	-	-
	Total cash funds	434	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Details	-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Details	-	-	-
		Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Details	-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Alice Kelly	Alice Kelly	29/01/2025	

FEMSTEM

England & Wales - Charity number 1188139

Accounts



Trustees' Annual Report

For the period

From	Day	Month	Year	To	Day	Month	Year
	01	04	2022		31	03	2023

Reference and Administrative details

Charity name	femSTEM
Other name the charity uses	
Registered charity number	1188139
Charity's principal address	32 Ormskirk Avenue, Manchester, M20 1HF

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 Alice Kelly	Chair		
2 Helen Macadam			
3 Catherine Greenfield			

Additional information

The charity had no corporate trustees for this period.

The charity had no custodian trustees for this period.

The charity owned no property for this period, therefore no trustee held title to property belonging to the charity.

Names and addresses of advisers (optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (optional information)

Alice Kelly

Exemptions from disclosure

Reason for non-disclosure of key personnel details	Not applicable for this period.
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Funds held as custodian trustee on behalf of others

Not applicable for this period.

Structure, Governance and Management

Description of charity's trusts	
Type of governing document	Constitution (24 February 2020)
How is the charity constituted?	CIO
Trustee selection methods including details of any constitutional provisions	Trustees are appointed or reappointed annually at the Annual General Meeting held in November.
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • Policies and procedures adopted for the induction and training of trustees • The charity's organisational structure and any wider network with which the charity works • Relationship with any related parties 	Not applicable for this period.

Objectives and Activities

<p>Summary of the purposes of the charity as set out in its governing document</p>	<p>To promote the education in STEM (Science, Tech, Engineering and Maths) for girls and young women under the age of 19 years in the UK, in particular those from disadvantaged backgrounds, by providing information, guidance and opportunities to connect with relevant networks and women role models.</p>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>In planning our activities for the period the trustees kept in mind the guidance issued by the Charity Commission on public benefit.</p> <p>The main activities for this period were:</p> <ul style="list-style-type: none"> • Continuing to establish 'partnerships' with local schools, in particular those with a higher proportion of students from disadvantaged backgrounds • Continuing to plan and coordinate the Workshop & Speaker events in schools • Continuing to recruit volunteers via the University of Manchester volunteering programme, including attending their annual Volunteer Fair • Continuing to train volunteers for the Workshop & Speaker events in schools through a training/preparation session • Continuing to build networks with other similar or potential 'partner' charities, organisations or people • Maintaining an online presence via the website and social media

	<ul style="list-style-type: none"> Starting to explore new sources of income such as grants and fundraisers
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> Policy on grant making Policy on social investment including program related investment Contribution made by volunteers 	Not applicable for this period.

Achievements and Performance

<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p><u>Volunteer Recruitment & Training</u></p> <p>We continued to promote the charity volunteering opportunities to university students:</p> <ul style="list-style-type: none"> online via Manchester University's Volunteering Hub in-person via Manchester University's Volunteer Fair <p>Applications considered were followed up with a one-to-one online meeting and potential volunteers for femSTEM invited to a preparation/training session, which involved:</p> <ul style="list-style-type: none"> collaborating on the development of workshops based on their university STEM subject studies discussing sharing their personal experiences as women in STEM school-specific safeguarding awareness health and safety awareness <p><u>Workshop & Speaker Events</u></p> <p>We continued to promote the charity Workshop & Speaker events to local schools, with events planned to run in two parts:</p> <ol style="list-style-type: none"> 1) Speaker currently working in a STEM job – a short presentation followed by Q&A 2) Workshops delivered by the student volunteers – a number of 'stalls' where pupils had some hands-on experience of studying different STEM subjects, along with hearing the students talk about their own inspiring journeys so far in STEM <p>At the end feedback forms were completed by the pupils and feedback given by teachers, providing valuable reflections and ideas for improvements for future events.</p> <p>Science, Technology, Engineering and Maths are becoming an increasingly significant feature in of all our lives, even more following the Covid-19 pandemic. Therefore it has benefits to the futures of the girls and young women themselves (who are missing out on fulfilling, challenging and rewarding jobs),</p>
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	their schools, STEM industries (who are missing out on a huge amount of untapped potential – only 26% of the core STEM workforce in the UK are women) and wider society as a whole if STEM fields become more diverse and gender balanced as soon as possible.
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Additional information (optional)

You may choose to include further statements where relevant about:

- Achievements against objectives set
- Performance of fundraising activities against objectives set
- Investment performance against objectives

Financial Review

Review of the charity's financial position at the end of the period	Cash in the bank on 31 March 2023 was £73 in unrestricted funds.
Statement explaining the policy for holding reserves stating why they are held	Sufficient funds are held to cover the annual cost of maintaining an online presence/communications and recruiting/training volunteers. This will be reviewed at the next Annual General Meeting.
Amount of reserves held	£50
Reasons for holding zero reserves	Not applicable for this period.
Details of fund materially in deficit	Not applicable for this period.
Explanation of any uncertainties about the charity continuing as a going concern	Not applicable for this period.

Additional information (optional)

You may choose to include further statements where relevant about:

- The charity's principal sources of funds (including any fundraising)
- Investment policy and objectives including any social investment policy adopted
- A description of the principal risks facing the charity

For this period the only source of funds was donations. The principal risk facing the charity is grant requests not being accepted or a lack of further fundraising funds.

Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Signature	Alice Kelly
Full Name	Alice Kelly
Position	Chair
Date	31 January 2024



Receipts and payments accounts

CC16a

For the period from	Period start date 01/04/2022	To	Period end date 31/03/2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	233	-	-	233	250
Sub total (Gross income for AR)	233	-	-	233	250
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	233	-	-	233	250
A3 Payments					
Website (incl. hosting)	158	-	-	158	122
Domain (incl. security protection)	44	-	-	44	44
Microsoft 365 Online Business Essentials	129	-	-	129	129
Public Liability Insurance	75	-	-	75	75
Sub total	406	-	-	406	370
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	406	-	-	406	370
Net of receipts/(payments)	- 173	-	-	- 173	- 120
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	246	-	-	246	-

<i>Cash funds this year end</i>	73	-	-	73	-	120
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Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	73	-	-
	Total cash funds	73	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Alice Kelly	Alice Kelly	31/01/2024	

FEMSTEM

England & Wales - Charity number 1188139

Accounts



Trustees' Annual Report

For the period

From	Day	Month	Year	To	Day	Month	Year
	01	04	2021		31	03	2022

Reference and Administrative details

Charity name	femSTEM
Other name the charity uses	
Registered charity number	1188139
Charity's principal address	32 Ormskirk Avenue, Manchester, M20 1HF

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 Alice Kelly	Chair		
2 Helen Macadam			
3 Catherine Greenfield			

Additional information

The charity had no corporate trustees for this period.

The charity had no custodian trustees for this period.

The charity owned no property for this period, therefore no trustee held title to property belonging to the charity.

Names and addresses of advisers (optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (optional information)

Alice Kelly

Exemptions from disclosure

Reason for non-disclosure of key personnel details	Not applicable for this period.
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Funds held as custodian trustee on behalf of others

Not applicable for this period.

Structure, Governance and Management

Description of charity's trusts	
Type of governing document	Constitution (24 February 2020)
How is the charity constituted?	CIO
Trustee selection methods including details of any constitutional provisions	Trustees are appointed or reappointed annually at the Annual General Meeting held in November.
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • Policies and procedures adopted for the induction and training of trustees • The charity's organisational structure and any wider network with which the charity works • Relationship with any related parties 	Not applicable for this period.

Objectives and Activities

<p>Summary of the purposes of the charity as set out in its governing document</p>	<p>To promote the education in STEM (Science, Tech, Engineering and Maths) for girls and young women under the age of 19 years in the UK, in particular those from disadvantaged backgrounds, by providing information, guidance and opportunities to connect with relevant networks and women role models.</p>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>In planning our activities for the period the trustees kept in mind the guidance issued by the Charity Commission on public benefit.</p> <p>The main activities for this period were:</p> <ul style="list-style-type: none"> • Starting to establish 'partnerships' with local schools, in particular those with a higher proportion of students from disadvantaged backgrounds • Planning and coordinating the Workshop & Speaker events in schools • Recruiting volunteers via the University of Manchester volunteering programme, including attending their annual Volunteer Fair • Training volunteers for the Workshop & Speaker events in schools, including hiring a meeting room to hold a training/preparation session • Continuing to build networks with other similar or potential 'partner' charities, organisations or people • Maintaining an online presence via the website and social media

	<ul style="list-style-type: none"> Starting to explore new sources of income such as grants and fundraisers <p>With the continued restrictions on visitors and larger gatherings in schools due to the Covid-19 pandemic, only a small number of the charity's planned in-person activities could take place during this period.</p>
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> Policy on grant making Policy on social investment including program related investment Contribution made by volunteers 	Not applicable for this period.

Achievements and Performance	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p><u>Volunteer Recruitment & Training</u></p> <p>We began promoting the charity volunteering opportunities to university students in October 2021:</p> <ul style="list-style-type: none"> online via Manchester University's Volunteering Hub in-person via Manchester University's Volunteer Fair <p>Within a month we had over thirty volunteer applications, which were then followed up with a one-to-one online meeting. Potential volunteers for femSTEM were then invited to a preparation/training session, which involved:</p> <ul style="list-style-type: none"> collaborating on the development of workshops based on their university STEM subject studies discussing sharing their personal experiences as women in STEM school-specific safeguarding awareness health and safety awareness <p><u>Workshop & Speaker Events</u></p> <p>We began promoting the charity Workshop & Speaker events to local schools in October 2021, with the first event held in December 2021 with six student volunteers. The event ran in two parts:</p> <ol style="list-style-type: none"> 1) Speaker currently working in a STEM job – a short presentation followed by Q&A 2) Workshops delivered by the student volunteers – a number of 'stalls' where pupils had some hands-on experience of studying different STEM subjects, along with hearing the students talk about their own inspiring journeys so far in STEM <p>At the end we asked each Year 9 pupil to complete a feedback form, with the following results:</p>

	<ul style="list-style-type: none"> - of those who answered 'No' before the event to having considered choosing to do STEM in the future, 21% said 'Yes' they are now more likely to do so (58% 'Not Sure') - of those who answered 'Not Sure' at first, 44% said 'Yes' they are now more likely to choose to do STEM in the future <p>The Covid-19 pandemic has served to accelerate STEM becoming an increasingly significant feature in of all our lives. Therefore it has benefits to the futures of the girls and young women themselves (who are missing out on fulfilling, challenging and rewarding jobs), their schools, STEM industries (who are missing out on a huge amount of untapped potential – only 26% of the core STEM workforce in the UK are women) and wider society as a whole if STEM fields become more diverse and gender balanced as soon as possible.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

- Achievements against objectives set
- Performance of fundraising activities against objectives set
- Investment performance against objectives

The Covid-19 pandemic continued to impact of the charity's ability to operate as outlined in its charitable objectives for the majority of this period. Although schools, universities and workplaces had started to reopen, the restrictions on visitors and larger gatherings either remained in place or were reinstated during early 2022 following the rise in cases due to the Omicron variant. As the restrictions ease we will shift our focus to scaling up these activities so that we can have an impact on the circumstances of a greater number of the charity's beneficiaries.

Financial Review

<p>Review of the charity's financial position at the end of the period</p>	<p>Cash in the bank on 31 March 2022 was £246 in unrestricted funds.</p>
<p>Statement explaining the policy for holding reserves stating why they are held</p>	<p>Sufficient funds are held to cover the annual cost of maintaining an online presence/communications and recruiting/training volunteers. This will be reviewed at the next Annual General Meeting.</p>
<p>Amount of reserves held</p>	<p>£200</p>
<p>Reasons for holding zero reserves</p>	<p>Not applicable for this period.</p>
<p>Details of fund materially in deficit</p>	<p>Not applicable for this period.</p>

Explanation of any uncertainties about the charity continuing as a going concern	Not applicable for this period.
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • The charity's principal sources of funds (including any fundraising) • Investment policy and objectives including any social investment policy adopted • A description of the principal risks facing the charity 	For this period the only source of funds was donations. The principal risk facing the charity is grant requests not being accepted or a lack of further fundraising funds.

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature	Alice Kelly
Full Name	Alice Kelly
Position	Chair
Date	31 January 2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name femSTEM	No (if any) 118139
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Receipts and payments accounts

CC16a

For the period from	Period start date 01/04/2021	To	Period end date 31/03/2022
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	250	-	-	250	730
Sub total (Gross income for AR)	250	-	-	250	730
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	250	-	-	250	730
A3 Payments					
Website (incl. hosting)	122	-	-	122	122
Domain (incl. security protection)	44	-	-	44	44
Microsoft 365 Online Business Essentials	129	-	-	129	129
Leaflet/Banner Printing	37	-	-	37	-
Public Liability Insurance	75	-	-	75	-
Meeting Room Hire	30	-	-	30	-
Sub total	437	-	-	437	295
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	437	-	-	437	295
Net of receipts/(payments)	- 187	-	-	- 187	435

A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	435	-	-	435	-
Cash funds this year end	248	-	-	248	435

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	246	-	-
	Total cash funds	246	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Alice Kelly	Alice Kelly	31/01/2023	

FEMSTEM

England & Wales - Charity number 1188139

Accounts



Trustees' Annual Report

For the period

From	Day	Month	Year	To	Day	Month	Year
	24	02	2020		31	03	2021

Reference and Administrative details

Charity name	femSTEM
Other name the charity uses	
Registered charity number	1188139
Charity's principal address	32 Ormskirk Avenue, Manchester, M20 1HF

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 Alice Kelly	Chair		
2 Helen Macadam			
3 Catherine Greenfield			

Additional information

The charity had no corporate trustees for this period.

The charity had no custodian trustees for this period.

The charity owned no property for this period, therefore no trustee held title to property belonging to the charity.

Names and addresses of advisers (optional information)

Type of adviser	Name	Address
Bank (small business manager)	Barclays Bank PLC	Barclays, 51 Mosley Street, Manchester, M2 3HQ
Charity CEO	The Girl's Network	
Former employee	Charity Commission	

Name of chief executive or names of senior staff members (optional information)

Alice Kelly

Exemptions from disclosure

Reason for non-disclosure of key personnel details	Not applicable for this period.
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Funds held as custodian trustee on behalf of others

Not applicable for this period.

Structure, Governance and Management

Description of charity's trusts

Type of governing document	Constitution (24 February 2020)
How is the charity constituted?	CIO
Trustee selection methods including details of any constitutional provisions	Trustees are appointed or reappointed annually at the Annual General Meeting held in November.

Additional information (optional)

<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none">• Policies and procedures adopted for the induction and training of trustees• The charity's organisational structure and any wider network with which the charity works• Relationship with any related parties	Not applicable for this period.
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Objectives and Activities

<p>Summary of the purposes of the charity as set out in its governing document</p>	<p>To promote the education in STEM (Science, Tech, Engineering and Maths) for girls and young women under the age of 19 years in the UK, in particular those from disadvantaged backgrounds, by providing information, guidance and opportunities to connect with relevant networks and women role models.</p>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>In planning our activities for the period the trustees kept in mind the guidance issued by the Charity Commission on public benefit.</p> <p>The main activities for this period were:</p> <ul style="list-style-type: none">• Developing an online presence through a website and a range of social media platforms• Starting to build networks with other similar or potential 'partner' charities, organisations or people• Researching/requesting the most up to date information and statistics on girls/young women and STEM <p>With the closure of schools and universities due to the Covid-19 pandemic from 23 March 2020, the charity's planned activities had to be substantially revised and limited to online/virtual only. These activities can be considered as the 'building blocks' necessary for the operation of the charity</p>

	<p>post-pandemic, which has only accelerated STEM becoming an increasingly significant feature in of all our lives. Therefore it has benefits to the futures of the girls and young women themselves (who are missing out on fulfilling, challenging and rewarding jobs), their schools, STEM industries (who are missing out on a huge amount of untapped potential – only 24% of the core STEM workforce in the UK are women) and wider society as a whole if STEM fields become more diverse and gender balanced as soon as possible.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

- **Policy on grant making**
- **Policy on social investment including program related investment**
- **Contribution made by volunteers**

Not applicable for this period.

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity’s work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

Website & Social Media

- Creating, developing and publishing a website has given the charity a significant online presence
- Setting up channels for donations (via the website) and fundraising (via a charity crowdfunding campaign)
- Creating profiles on a range of social media platforms to target different groups:
 - Twitter to engage with similar people/organisations and raise awareness of the charity’s objectives
 - LinkedIn to build a STEM network
 - Facebook to raise the charity profile and promote potential fundraising events
 - Instagram to connect more directly with girls and young women themselves
- Regularly posting on social media with relevant news, articles, resources, events, links etc., in particular via Twitter where we are now followed and regularly retweeted by a number of prominent people and STEM organisations

Networks

- Starting to actively build networks by taking part in well-publicised events (such as International Women’s Day), seminars and meetings, from which a number of potential partnerships have been formed and a small amount of funds have been raised
- Researching/contacting potential ‘partner’ schools, universities and other similar charities and organisations

	<p><u>Research</u></p> <ul style="list-style-type: none"> • Collating a number of articles, research papers and other documents which highlight the benefits of greater diversity and gender balance in STEM • Requesting the most recent statistics (eg from the Department of Education) for STEM subject uptake at GCSE and beyond, and the STEM workforce in the UK
Additional information (optional)	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> • Achievements against objectives set • Performance of fundraising activities against objectives set • Investment performance against objectives 	<p>The Covid-19 pandemic has had a significant impact on the charity's ability to start operating as outlined in its charitable objectives. In particular, the following work was either prohibited by law or severely limited for the whole period due to:</p> <ul style="list-style-type: none"> • School closures and school visitor restrictions – no workshops or speaker events were able to go ahead • University closures – unable to recruit speakers or STEM student volunteers • Employees furloughed – limited ability to pursue links with other organisations or submit funding requests/applications <p>Our focus will shift back to these activities as Covid-19 restrictions are lifted so that we can start to have a more direct impact on the circumstances of the charity's beneficiaries.</p>

Financial Review	
Review of the charity's financial position at the end of the period	Cash in the bank on 31 March 2021 was £435 in unrestricted funds.
Statement explaining the policy for holding reserves stating why they are held	Sufficient funds are held to cover the annual cost of maintaining an online presence and continuing the work carried out virtually during this period. This will be reviewed at the next Annual General Meeting.
Amount of reserves held	£300
Reasons for holding zero reserves	Not applicable for this period.
Details of fund materially in deficit	Not applicable for this period.
Explanation of any uncertainties about the charity continuing as a going concern	Not applicable for this period.
Additional information (optional)	

You may choose to include further statements where relevant about:

- **The charity's principal sources of funds (including any fundraising)**
- **Investment policy and objectives including any social investment policy adopted**
- **A description of the principal risks facing the charity**

For this period the only source of funds was donations. The principal risk facing the charity is grant requests not being accepted or a lack of further fundraising funds.

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature	Alice Kelly
Full Name	Alice Kelly
Position	Chair
Date	31 January 2022



Charity Name femSTEM	No (if any) 1188139
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Receipts and payments accounts

CC16a

For the period from	Period start date 24/02/2020	To	Period end date 31/03/2021
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	730	-	-	730	-
Sub total (Gross income for AR)	730	-	-	730	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	730	-	-	730	-
A3 Payments					
Website (incl. hosting)	122	-	-	122	-
Domain (incl. security protection)	44	-	-	44	-
Microsoft 365 Online Business Essentials	129	-	-	129	-
Sub total	295	-	-	295	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	295	-	-	295	-
Net of receipts/(payments)	435	-	-	435	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	435	-	-	435	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	435	-	-
	Total cash funds	435	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Details	-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Details	-	-	-
		Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Details	-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Alice Kelly	Alice Kelly	31/01/2022	