



## 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"><li>• Policies and procedures adopted for the induction and training of trustees</li><li>• The charity's organisational structure and any wider network with which the charity works</li><li>• Relationship with any related parties</li></ul>	Not applicable for this period.
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## 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"><li>• Developing an online presence through a website and a range of social media platforms</li><li>• Starting to build networks with other similar or potential 'partner' charities, organisations or people</li><li>• Researching/requesting the most up to date information and statistics on girls/young women and STEM</li></ul> <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>
<b>Additional information (optional)</b>	
<p><b>You may choose to include further statements where relevant about:</b></p> <ul style="list-style-type: none"> <li>• Policy on grant making</li> <li>• Policy on social investment including program related investment</li> <li>• Contribution made by volunteers</li> </ul>	Not applicable for this period.

## Achievements and Performance

<p><b>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.</b></p>	<p><u>Website &amp; Social Media</u></p> <ul style="list-style-type: none"> <li>• Creating, developing and publishing a website has given the charity a significant online presence</li> <li>• Setting up channels for donations (via the website) and fundraising (via a charity crowdfunding campaign)</li> <li>• Creating profiles on a range of social media platforms to target different groups: <ul style="list-style-type: none"> <li>- Twitter to engage with similar people/organisations and raise awareness of the charity's objectives</li> <li>- LinkedIn to build a STEM network</li> <li>- Facebook to raise the charity profile and promote potential fundraising events</li> <li>- Instagram to connect more directly with girls and young women themselves</li> </ul> </li> <li>• 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</li> </ul> <p><u>Networks</u></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Researching/contacting potential 'partner' schools, universities and other similar charities and organisations</li> </ul>
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	<p><u>Research</u></p> <ul style="list-style-type: none"> <li>• Collating a number of articles, research papers and other documents which highlight the benefits of greater diversity and gender balance in STEM</li> <li>• 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</li> </ul>
<b>Additional information (optional)</b>	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> <li>• Achievements against objectives set</li> <li>• Performance of fundraising activities against objectives set</li> <li>• Investment performance against objectives</li> </ul>	<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"> <li>• School closures and school visitor restrictions – no workshops or speaker events were able to go ahead</li> <li>• University closures – unable to recruit speakers or STEM student volunteers</li> <li>• Employees furloughed – limited ability to pursue links with other organisations or submit funding requests/applications</li> </ul> <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>

<b>Financial Review</b>	
<b>Review of the charity's financial position at the end of the period</b>	Cash in the bank on 31 March 2021 was £435 in unrestricted funds.
<b>Statement explaining the policy for holding reserves stating why they are held</b>	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.
<b>Amount of reserves held</b>	£300
<b>Reasons for holding zero reserves</b>	Not applicable for this period.
<b>Details of fund materially in deficit</b>	Not applicable for this period.
<b>Explanation of any uncertainties about the charity continuing as a going concern</b>	Not applicable for this period.
<b>Additional information (optional)</b>	

**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 COMMISSION  
FOR ENGLAND AND WALES

Charity Name  
**femSTEM**

No (if any)  
**1188139**

## Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	24/02/2020		31/03/2021

### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations	730	-	-	730	-
<b>Sub total</b> (Gross income for AR)	730	-	-	730	-
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	730	-	-	730	-
<b>A3 Payments</b>					
Website (incl. hosting)	122	-	-	122	-
Domain (incl. security protection)	44	-	-	44	-
Microsoft 365 Online Business Essentials	129	-	-	129	-
<b>Sub total</b>	295	-	-	295	-
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	295	-	-	295	-
<b>Net of receipts/(payments)</b>	435	-	-	435	-
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	-	-	-	-	-
<b>Cash funds this year end</b>	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 £
<b>B1 Cash funds</b>	Cash at bank	435	-	-
	<b>Total cash funds</b>	435	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
<b>B2 Other monetary assets</b>	Details			
		-	-	-
<b>B3 Investment assets</b>	Details			
			-	-
<b>B4 Assets retained for the charity's own use</b>	Details			
			-	-
<b>B5 Liabilities</b>	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	