



CHARITY COMMISSION  
FOR ENGLAND AND WALES

## 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"> <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.

## 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>• Starting to establish 'partnerships' with local schools, in particular those with a higher proportion of students from disadvantaged backgrounds</li> <li>• Planning and coordinating the Workshop &amp; Speaker events in schools</li> <li>• Recruiting volunteers via the University of Manchester volunteering programme, including attending their annual Volunteer Fair</li> <li>• Training volunteers for the Workshop &amp; Speaker events in schools, including hiring a meeting room to hold a training/preparation session</li> <li>• Continuing to build networks with other similar or potential 'partner' charities, organisations or people</li> <li>• Maintaining an online presence via the website and social media</li> </ul>

	<ul style="list-style-type: none"> <li>Starting to explore new sources of income such as grants and fundraisers</li> </ul> <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>
<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.

<b>Achievements and Performance</b>	
<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><b>Volunteer Recruitment &amp; Training</b></u></p> <p>We began promoting the charity volunteering opportunities to university students in October 2021:</p> <ul style="list-style-type: none"> <li>online via Manchester University's Volunteering Hub</li> <li>in-person via Manchester University's Volunteer Fair</li> </ul> <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"> <li>collaborating on the development of workshops based on their university STEM subject studies</li> <li>discussing sharing their personal experiences as women in STEM</li> <li>school-specific safeguarding awareness</li> <li>health and safety awareness</li> </ul> <p><u><b>Workshop &amp; Speaker Events</b></u></p> <p>We began promoting the charity Workshop &amp; 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"> <li>1) Speaker currently working in a STEM job – a short presentation followed by Q&amp;A</li> <li>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</li> </ol> <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"> <li>– 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’)</li> <li>– of those who answered ‘Not Sure’ at first, 44% said ‘Yes’ they are now more likely to choose to do STEM in the future</li> </ul> <p>The Covid-19 pandemic has served to accelerate STEM becoming an increasingly significant feature in all of 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>
<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>• 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 continued to impact on 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.</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 2022 was £246 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/communications and recruiting/training volunteers. This will be reviewed at the next Annual General Meeting.
<b>Amount of reserves held</b>	£200
<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.

Explanation of any uncertainties about the charity continuing as a going concern	Not applicable for this period.
<b>Additional information (optional)</b>	
<p>You may choose to include further statements where relevant about:</p> <ul style="list-style-type: none"> <li>• The charity's principal sources of funds (including any fundraising)</li> <li>• Investment policy and objectives including any social investment policy adopted</li> <li>• A description of the principal risks facing the charity</li> </ul>	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 <b>femSTEM</b>	No (if any) <b>118139</b>
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## Receipts and payments accounts

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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

	Unrestrict ed funds to the nearest £	Restrict ed funds to the nearest £	Endowmen t funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations	250	-	-	250	730
<b>Sub total</b> (Gross income for AR)	250	-	-	250	730
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	250	-	-	250	730
<b>A3 Payments</b>					
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	-
<b>Sub total</b>	437	-	-	437	295
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	437	-	-	437	295
<b>Net of receipts/(payments)</b>	- 187	-	-	- 187	435

A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	435	-	-	435	-
<i>Cash funds this year end</i>	248	-	-	248	435

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

Categories	Details	Unrestricte d funds to nearest £	Restrict ed funds to nearest £	Endowmen t funds to nearest £
B1 Cash funds	Cash at bank	246	-	-
	<i>Total cash funds</i>	246	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricte d funds to nearest £	Restrict ed funds to nearest £	Endowmen t funds to nearest £
B2 Other monetary assets		-	-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
		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	