



CHARITY COMMISSION  
FOR ENGLAND AND WALES

## 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. |
|----------------------------------------------------|---------------------------------|

### 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)

|                                                                                                                                                                                                                                                                                                                                                                |                                 |
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| <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>• Continuing to establish 'partnerships' with local schools</li> <li>• Continuing to plan and develop the Workshop &amp; Speaker events</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> <li>• Continuing to explore new sources of income such as grants and fundraisers</li> <li>• Starting to explore alternative activities which could further work towards the charity's purposes</li> </ul> |

### Additional information (optional)

|                                                                    |                                 |
|--------------------------------------------------------------------|---------------------------------|
| You may choose to include further statements where relevant about: | Not applicable for this period. |
|--------------------------------------------------------------------|---------------------------------|

|                                                                                                                                                                                                   |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <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> |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

## 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>Volunteer Recruitment &amp; Training</u></p> <p>We continued to develop volunteering opportunities and preparation/training sessions, which involved:</p> <ul style="list-style-type: none"> <li>• collaborating on the development of workshops based on university STEM subject studies or STEM workplaces</li> <li>• discussing personal experiences as women in STEM</li> <li>• school-specific safeguarding awareness</li> <li>• health and safety awareness</li> </ul> <p><u>Workshop &amp; 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><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> |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

| 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"> <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                                                                     | 29 January 2025 |



CHARITY COMMISSION  
FOR ENGLAND AND WALES

|                                |                              |
|--------------------------------|------------------------------|
| Charity Name<br><b>femSTEM</b> | No (if any)<br><b>118139</b> |
|--------------------------------|------------------------------|

## Receipts and payments accounts

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|                        |                                    |    |                                  |
|------------------------|------------------------------------|----|----------------------------------|
| For the period<br>from | Period start<br>date<br>01/04/2023 | To | Period end<br>date<br>31/03/2024 |
|------------------------|------------------------------------|----|----------------------------------|

### Section A Receipts and payments

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

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

| Categories                                                  | Details                                                | Unrestrict<br>ed funds<br>to nearest £ | Restrict<br>ed funds<br>to nearest £ | Endowmen<br>t funds<br>to nearest £ |
|-------------------------------------------------------------|--------------------------------------------------------|----------------------------------------|--------------------------------------|-------------------------------------|
| B1 Cash funds                                               | Cash at bank                                           | 434                                    | -                                    | -                                   |
|                                                             | <b>Total cash funds</b>                                | 434                                    | -                                    | -                                   |
|                                                             | (agree balances with receipts and payments account(s)) | Agreement<br>Error                     | OK                                   | OK                                  |
|                                                             |                                                        | Unrestrict<br>ed funds<br>to nearest £ | Restrict<br>ed funds<br>to nearest £ | Endowmen<br>t funds<br>to nearest £ |
| B2 Other monetary assets                                    | Details                                                |                                        |                                      |                                     |
|                                                             |                                                        | -                                      | -                                    | -                                   |
| B3 Investment assets                                        | Details                                                | Fund to which<br>asset belongs         | Cost<br>(optional)                   | Current value<br>(optional)         |
|                                                             |                                                        |                                        | -                                    | -                                   |
| B4 Assets retained for the charity's own use                | Details                                                | Fund to which<br>asset belongs         | Cost<br>(optional)                   | Current value<br>(optional)         |
|                                                             |                                                        |                                        | -                                    | -                                   |
| B5 Liabilities                                              | Details                                                | Fund to which<br>liability relates     | Amount<br>due<br>(optional)          | When due<br>(optional)              |
|                                                             |                                                        |                                        | -                                    |                                     |
| 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                           |                                     |