

WOMEN IN INNOVATION UK CIO

England & Wales · Charity number 1190607

Details

Status Registered

Legal form CIO

Registered 2020-07-28

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

Contact

Address Win UK CIO
8 Woodlawn Road
London
SW6 6NQ

Phone +44 07968 285980

Email chloe@womenininnovation.co

Website <https://womenininnovation.co/>

Activities

Objects: THE OBJECTS OF THE CIO ARE, FOR THE PUBLIC BENEFIT, TO PROMOTE EQUALITY AND DIVERSITY BY THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEX, IN PARTICULAR, WITHIN BUSINESS AND INDUSTRY IN THE UK.

Activities: WIN UK seeks to address the gender gap in innovation in the UK by promoting equality and diversity by the elimination of discrimination on the grounds of sex by addressing the root causes of the UK gender gap in innovation through (1) tools & resources through tailored programming, (2) fostering an impact-driven community, and (3) providing mentorship and professional development opportunities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£3,830	£2,430	-	-
2023-12-31	£2,687	£4,730	-	-
2022-12-31	£2,454	£4,321	-	-
2021-12-31	£1,579	£848	-	-

Trustees

Name	Role	Appointed
Alfia Ilicheva		2020-07-28
CHLOE ALANA WILLIAMS		2020-07-28
Meera Pathak		2021-06-16

WOMEN IN INNOVATION UK CIO

England & Wales - Charity number 1190607

Accounts

Trustees' annual report for the period



CHARITY COMMISSION
FOR ENGLAND AND WALES

Period start date Period end date

Charity name Charity No (if any)

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To promote equality and diversity by the elimination of discrimination on the grounds of sex, in particular within business and industries in the UK
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.	Para 1.17 and 1.19	Women in Innovation UK CIO ("WIN UK CIO") organizes programming, workshops, and events, open to the public, promoting gender equality in the innovation sector. WIN UK CIO activities are typically targeted towards supporting and providing resources to women leaders aspiring to work or currently working in the innovation industry in the UK
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees of WIN UK CIO confirm that they have complied with their duty to have regard to the Charity Commission's guidance on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

Achievements and Performance

	SORP reference	
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.	Para 1.20	<p>WIN London has continued to support the community offering virtual and in person discussions. They are focused on topics identified by the community, around inequalities in innovation, making a positive impact as dynamic and innovation practitioners, positioning women to succeed in the ever-changing era of working from home and designing for diversity.</p> <p>We are also supporting the shifting career landscape by offering small group, career coaching, on themes relevant to not only the stage women are at their careers but also how technology is impacting traditional career paths.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

	SORP reference	
Review of the charity's financial position at the end of the period	Para 1.21	As of 31 Dec 2023, WIN UK CIO had a net cash reserve of GBP 576. In 2023, WIN UK generated GBP 2687 of programming revenue and incurred expenses of 4730.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Cash reserves are usually held to cover ongoing expenses to support the programming
Amount of reserves held	Para 1.22	GBP 576
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	Not applicable
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:	SORP reference	
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	WIN UK CIO's trustees are appointed by the organization's Founder Member, which is Women in Innovation, Inc. ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. If the Founder Member ceases to be a member of the CIO, the other members, acting by majority appoint the charity trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	WIN UK CIO's Founder Member is Women in Innovation, Inc ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. WIN UK CIO's activities are aligned with those of WIN US in the United States under a shared charitable mission for the public benefit.
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	WOMEN IN INNOVATION UK CIO
Other name the charity uses	WIN UK CIO
Registered charity number	1190607
Charity's principal address	8 WOODLAWN ROAD LONDON SW6 6NQ

Names of the charity 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	Chloe Williams			Women In Innovation US
2	Meera Pathak			Women In Innovation US
3				
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Reference and Administrative details

(cont)

Corporate trustees - names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	None
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	None
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	None

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

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

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)	Chloe Williams	Meera Pathak
Full name(s)	Chloe Williams	Meera Pathak
Position (eg Secretary, Chair, etc)	Trustee	Trustee
Date	28/10/2024	

Signature: *Chloe Williams*
Chloe Williams (Oct 29, 2024 09:21 GMT)

Email: chloe@womenininnovation.co

Signature: *Meera Pathak*
Meera Pathak (Oct 28, 2024 18:25 GMT)

Email: meera@womenininnovation.co









TAR 2023 102624

Final Audit Report

2024-10-29

Created:	2024-10-26
By:	Josette Leslie (jleslie@caisgroup.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAzS0fbhA2ibSz2vLjcgC_2S0dEyJi0_Nt

"TAR 2023 102624" History

-  Document created by Josette Leslie (jleslie@caisgroup.com)
2024-10-26 - 6:49:19 PM GMT
-  Document emailed to Chloe Williams (chloe@womenininnovation.co) for signature
2024-10-26 - 6:49:22 PM GMT
-  Document emailed to Meera Pathak (meera@womenininnovation.co) for signature
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-  Email viewed by Chloe Williams (chloe@womenininnovation.co)
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-  Document e-signed by Chloe Williams (chloe@womenininnovation.co)
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-  Agreement completed.
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WOMEN IN INNOVATION UK CIO

England & Wales - Charity number 1190607

Accounts

Trustees' annual report for the period



CHARITY COMMISSION
FOR ENGLAND AND WALES

Period start date Period end date

Charity name Charity No (if any)

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To promote equality and diversity by the elimination of discrimination on the grounds of sex, in particular within business and industries in the UK
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.	Para 1.17 and 1.19	Women in Innovation UK CIO ("WIN UK CIO") organizes programming, workshops, and events, open to the public, promoting gender equality in the innovation sector. WIN UK CIO activities are typically targeted towards supporting and providing resources to women leaders aspiring to work or currently working in the innovation industry in the UK
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees of WIN UK CIO confirm that they have complied with their duty to have regard to the Charity Commission's guidance on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

Achievements and Performance

	SORP reference	
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.	Para 1.20	<p>WIN London has continued to support the community offering virtual and in person discussions. They are focused on topics identified by the community, around anti-racism in innovation, making a positive impact as dynamic and innovation practitioners, positioning women to succeed in the ever-changing era of working from home and designing for diversity.</p> <p>We are also supporting the shifting career landscape by offering small group, career coaching, on themes relevant to not only the stage women are at their careers but also how technology is impacting traditional career paths.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

	SORP reference	
Review of the charity's financial position at the end of the period	Para 1.21	As of 31 Dec 2022, WIN UK CIO had a net cash reserve of GBP 1085. In 2022, WIN UK generated GBP 2425 of programming revenue and incurred expenses of 1340.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Cash reserves are usually held to cover ongoing expenses to support the programming
Amount of reserves held	Para 1.22	GBP 1085
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	Not applicable
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:	SORP reference	
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	WIN UK CIO's trustees are appointed by the organization's Founder Member, which is Women in Innovation, Inc. ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. If the Founder Member ceases to be a member of the CIO, the other members, acting by majority appoint the charity trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	WIN UK CIO's Founder Member is Women in Innovation, Inc ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. WIN UK CIO's activities are aligned with those of WIN US in the United States under a shared charitable mission for the public benefit.
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	WOMEN IN INNOVATION UK CIO
Other name the charity uses	WIN UK CIO
Registered charity number	1190607
Charity's principal address	8 WOODLAWN ROAD LONDON SW6 6NQ

Names of the charity 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	Chloe Williams			Women In Innovation US
2	Meera Pathak			Women In Innovation US
3				
4				
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Reference and Administrative details

(cont)

Corporate trustees - names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	None
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	None
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	None

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

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

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)	CHLOE WILLIAMS	Meera Pathak <small>Meera Pathak (Jul 2, 2024 09:51 GMT+1)</small>
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Full name(s)	Chloe Williams	Meera Pathak
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Position (eg Secretary, Chair, etc)	Trustee	Trustee
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Date	16/6/2024
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TAR 2022 v2

Final Audit Report

2024-07-02

Created:	2024-06-27
By:	Josette Leslie (jleslie@caisgroup.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAQF76PCU1ATAy9Rgbrmq-HQJELUqFb1a_O

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-  Document created by Josette Leslie (jleslie@caisgroup.com)
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-  Document emailed to meera@womenininnovation.co for signature
2024-06-27 - 12:29:15 PM GMT
-  Email viewed by meera@womenininnovation.co
2024-07-02 - 8:48:54 AM GMT
-  Signer meera@womenininnovation.co entered name at signing as Meera Pathak
2024-07-02 - 8:51:09 AM GMT
-  Document e-signed by Meera Pathak (meera@womenininnovation.co)
Signature Date: 2024-07-02 - 8:51:11 AM GMT - Time Source: server
-  Agreement completed.
2024-07-02 - 8:51:11 AM GMT

WOMEN IN INNOVATION UK CIO

England & Wales - Charity number 1190607

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 28 JULY 2020 Period start date
To 31 DECEMBER 2021 Period end date

Charity name: WOMEN IN INNOVATION UK CIO

Charity registration number: 1190607

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To promote equality and diversity by the elimination of discrimination on the grounds of sex, in particular within business and industry in the UK.
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.	Para 1.17 and 1.19	Women in Innovation UK CIO ("WIN UK CIO") organizes programming, workshops, and events, open to the public, promoting gender equality in the innovation sector. WIN UK CIO's activities are typically targeted towards supporting and providing resources to women leaders aspiring to work or currently working in the innovation industry in the UK.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees of WIN UK CIO confirm that they have complied with their duty to have regard to the Charity Commission's guidance on public benefit.

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity,	Para 1.20	Across 2020-2021, and due to covid restrictions, WIN London diversified, adapted and innovated the ways we supported the community.

<p>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>A number of new initiatives were launched to support the shifting needs and concerns of the community.</p> <p>The new WIN Mind Salon offered a safe space for women to discuss and learn actionable tools to deal with microaggressions, lack of diversity in the workplace, staying sane at home and reframing adversity. Each session was fully attended. These sessions were all conducted online so that they were widely accessible and flexible as well as intimate so that such discussions could be had freely and comfortably. They offered the community a safe space and supportive outlet during a challenging time in society.</p> <p>In addition, we pivoted to offering online vs. face to face workshops, focused on topics identified with our community, around anti-racism in innovation, making a positive impact as innovation practitioners, reimagining wellbeing for the era of working from home and designing for diversity. We also co-hosted an event with Imperial College's WE Innovate accelerator program to increase the number of women in leadership positions, running start-ups and raising funding.</p> <p>To support a shifting career landscape we also offered new small group career coaching on themes relevant to women at different stages in their careers.</p> <p>Finally, to inspire our community, the London Chapter led the creation and production of the first WIN Pioneers report – a study on the state of Women in Innovation. It explored the most impactful ways to create real change for the future and how to achieve equity for all women. This then was shared at International Women's Day with actionable workshops on The Power of the Sponsor. Alongside inspiring the community, the report supported businesses, including partners and sponsors of WIN, by offering direction on how to deliver on diversity, inclusion and the acceleration of women into leadership positions within their organisations. Sponsored by Ernst and Young the report is now entering a second version. To date, the report has been viewed/downloaded 3,548 times.</p>
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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As of 31 December 2021, WIN UK CIO had net cash reserves of £731. For the period 28 July 2020 through 31 December 2021, WIN UK CEO generated £1,579 in programming revenues and incurred £847 in total expenses for the same period.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves will typically be held in an amount adequate to cover any ongoing expenses required to support WIN UK CIO's programming and any other general overhead expenses.
Amount of reserves held	Para 1.22	£731
Reasons for holding zero reserves	Para 1.22	Not applicable.
Details of fund materially in deficit	Para 1.24	Not applicable.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not applicable.

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	WIN UK CIO's trustees are appointed by the organization's Founder Member, which is Women in Innovation, Inc. ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. If the Founder Member ceases to be a member of the CIO, the other members, acting by majority, appoint the charity trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's organisational structure and any wider network with which the charity works	Para 1.51	WIN UK CIO's Founder Member is Women in Innovation, Inc. ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. WIN UK CIO's activities are aligned with those of WIN US in the United States under a shared charitable mission for the public benefit.
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Reference and Administrative details

Charity name	WOMEN IN INNOVATION UK CIO
Other name the charity uses	WIN UK CIO
Registered charity number	1190607
Charity's principal address	Flat 502 Anlaby House 37 Boundary Street LONDON E2 7JQ

Names of the charity 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	Alfia Ilicheva		n/a	Women In Innovation, Inc. (US)
2	Chloe Williams		n/a	Women In Innovation, Inc. (US)
3	Justine Lai		01/01/2021-16/06/2021	Women In Innovation, Inc. (US)
4	Meera Pathak		16/06/2021-31/12/2021	Women In Innovation, Inc. (US)
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Corporate trustees – names of the directors at the date the report was approved

Director name		
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Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	None
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	None
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	None

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

DocuSigned by: <i>CHLOE WILLIAMS</i> F061447208C9468...	
---	---

Full name(s)

CHLOE WILLIAMS	MEERA PATHAK
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Position (eg Secretary, Chair, etc)

Trustee	Trustee
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Date

10/30/2022



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
WOMEN IN INNOVATION UK CIO

No (if any)
1190607

CC16a

Receipts and payments accounts

For the period from	Period start date 7/28/2020	To	Period end date 12/31/2021
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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					
Programming Revenues	1,579	-	-	1,579	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	1,579	-	-	1,579	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	1,579	-	-	1,579	-
A3 Payments					
Ticket Fees	33	-	-	33	-
Mighty Networks	420	-	-	420	-
Zoom	54	-	-	54	-
MailChimp	256	-	-	256	-
Website	85	-	-	85	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	848	-	-	848	-
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	848	-	-	848	-
Net of receipts/(payments)	731	-	-	731	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	731	-	-	731	-

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 In Bank	731	-	-
		-	-	-
		-	-	-
	Total cash funds	731	-	-

(agree balances with receipts and payments account(s))

OK OK OK

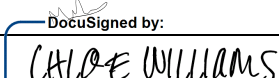
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	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
	MEERA PATHAK	31/10/2022
	CHLOE WILLIAMS	10/31/2022

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