

FAIR TREATMENT FOR THE WOMEN OF WALES

England & Wales · Charity number 1191069

Details

Other names FTWW

Status Registered

Legal form CIO

Registered 2020-08-28

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

Contact

Address Post Box 96
M-Sparc
Anglesey
LL60 6AG

Phone 07874 395866

Email info@ftww.org.uk

Website www.ftww.org.uk

Activities

Objects: THE PRESERVATION AND PROTECTION OF GOOD HEALTH OF WOMEN LIVING IN WALES FOR THE PUBLIC BENEFIT BY:A. PROVIDING INFORMATION AND ADVICE IN WORKING TO ADDRESS HEALTH INEQUALITIES FOR WOMEN LIVING IN WALES INCLUDING BY MAINTAINING AN ONLINE PRESENCE FOR WOMEN LIVING IN WALES WHO ARE EXPERIENCING A RANGE OF HEALTH ISSUES AND PROVIDING ADVOCACY, ADVICE, AND SUPPORT VIA ELECTRONIC MEANS, TELEPHONY, AND IN-PERSON.B. RAISING AWARENESS OF WOMEN'S HEALTH AND RELATED SERVICES WITH THE PUBLIC, HEALTH SERVICE PROVIDERS, PROFESSIONALS, ACADEMICS AND POLICY MAKERS IN WALES.C. CONDUCTING RESEARCH AND DISSEMINATING THE USEFUL RESULTS.

Activities: To address health inequalities for women living in Wales; by providing advocacy, support, guidance, advice and a range of resources. We aim to empower, inform, educate and raise awareness, whilst conducting and publishing relevant research. We work with NHS Wales, health boards and clinical institutions to input into strategy development.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** People With Disabilities, Other Defined Groups

Geography

- Throughout Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£100,765	£108,811	-	-
2024-03-31	£106,349	£95,976	-	-
2023-03-31	£64,806	£35,034	-	-
2022-03-31	£31,079	£22,564	-	-
2021-03-31	£11,067	£15,405	-	-

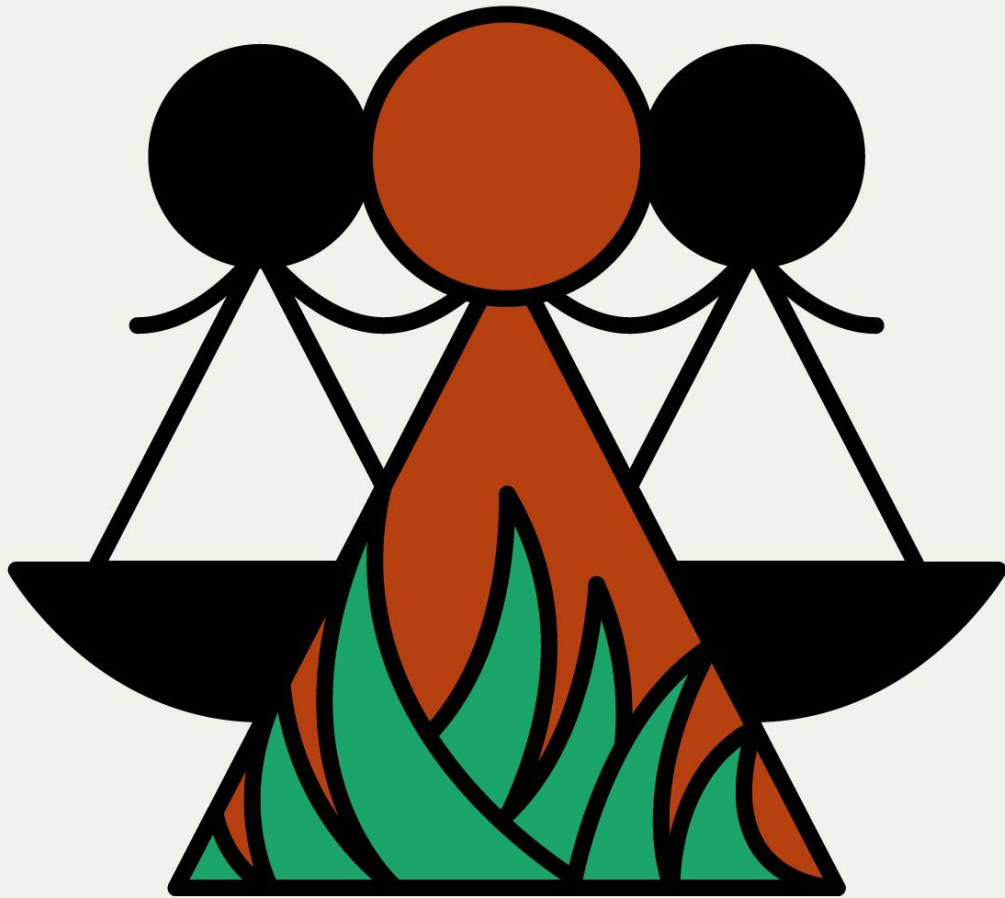
Trustees

Name	Role	Appointed
Elizabeth Hinchly	Chair	2023-04-26
Alison Pritchard		2023-07-26
Caroline Elizabeth Holloway		2018-10-01
Dee Dickens		2023-04-26
Jonathan Nathaniel Stevens		2020-07-01
June Jeremy		2023-04-26
Karen Hiu Ching Lo		2024-09-07
Kirsty Pringle		2023-04-26
Lucy Cone		2023-04-26

FAIR TREATMENT FOR THE WOMEN OF WALES

England & Wales - Charity number 1191069

Accounts



FTWW

Annual Impact Report 2024-2025

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Please note:

FTWW Board of Trustees wish to advise that the annual return accompanying this report is a resubmission due to the item regarding trustee payments having been selected in error: "paid for providing goods and/or services to the charity or any of its trading subsidiaries or connected organisations". In the best interests of the charity, a trustee undertook work for FTWW, which was agreed by the board for the amount of £3300 for website and resource development. This was paid on April 2nd 2025, during the subsequent reporting period, 2025-2026. The 24/25 report and return was originally submitted on time, on 20th January 2026.

Chair's Statement

It is with immense pride that we present our 2024–2025 Annual Impact Report, reflecting Fair Treatment for the Women of Wales's commitment to health equity and systemic change.



This year marked a pivotal moment in women's health in Wales. We contributed extensively to the development of the NHS's Women's Health Plan, the first of its kind in Wales, and are now supporting implementation, not least as chair of the Women's Health Wales Coalition where we ensure third sector voices inform policy and help to shape services that reflect holistic health needs across the life course.

Across research and education, FTWW has championed co-production as a standard, supporting studies on endometriosis, menopause, neurodiversity, and long-term conditions. Partnerships with universities, health boards, and Health and Care Research Wales position us as a trusted collaborator in shaping the emerging Women's Health Research Centre, transforming the evidence base for women's health in Wales.

We were honoured to receive national recognition as Most Influential Small Organisation at the Welsh Charity Awards, a testament to grassroots advocacy and the dedication of trustees, staff, volunteers, and members. As our influence has grown, so too has our team: thanks to our funders, we've been able to expand our capacity with two new roles, helping to deliver projects that empower women and amplify their voices whilst strengthening our ability to tackle intersectional health inequalities and ensure those most affected shape solutions.

Looking ahead, we are excited to deepen partnerships with a whole range of stakeholders, including other organisations, and our growing membership. Together we will strive to ensure a future where women's health is prioritised, understood, and resourced, where every voice matters and barriers are dismantled.

On behalf of the Board, heartfelt thanks to our members, partners, and supporters. Together, we are building a Wales where health equity is reality.

A handwritten signature in brown ink that reads "W. Holloway".

Willow Holloway

Chair, Fair Treatment for the Women of Wales

Organisational Information

Fair Treatment for the Women of Wales

Charity number: 1191069

Address

Up to 31st August 2025:	From 1st September 2025 (current):
FTWW Plas Eirias Business Centre Abergele Road Colwyn Bay LL29 8BF	FTWW Post Box 96 M-Sparc Gaerwen LL60 6AG

FTWW's mission is to eliminate health inequalities in Wales for women, girls, and people assigned female at birth.

Our vision is a Wales where everyone's right to good health and wellbeing is respected, and healthcare is accessible without barriers.

FTWW is a user-led charity and disabled people's organisation which exists to advance health, wellbeing, and equality, particularly for women and people assigned female at birth affected by long-term, often non-visible, health issues and conditions.

Our charity's activities are designed to improve health and wellbeing-related policy, practice, patient experiences, and women's lives throughout Wales. We achieve this through:

- **Policy and Advocacy**
- **Research and Coproduction**
- **Education and Training**
- **Community Engagement**
- **Strategic Partnerships & Collaborations**
- **Events and Media**
- **Publications, Endorsements, and Submissions**
- **Consultation Responses**

FTWW reaches its aims through the work of our staff, contributions from our volunteers, with oversight provided by our Board of Trustees.

Trustees

Chair – Willow Holloway			Treasurer – June Jeremy		
Joint Co-Vice Chair – Karen Lo			Joint Co-Vice Chair – Liz Williams		
Alison Pritchard	Kirsty Pringle	Lucy Cone	Jon Stevens	Dee Dickens	
Julie Richards (up to April 2025)	Clare Foster (up to July 2025)	Patient Adviser Louise Evans		Finance Officer Tamira Rolls (Volunteer)	

Staff members

Director of Policy and Research	Debbie Shaffer (now <i>Charity Director</i>)
Engagement Officer	Dee Montague-Coast (now <i>Engagement Coordinator</i>)
Charity Coordinator	Isabel Linton, from 1 st October 2024 (now <i>Charity Manager</i>)
Volunteer Coordinator	Rebecca Elley, 1 st October – March 31 st 2025

The charity is governed by a Board of Trustees consisting of 11 members: a Chair, two Co-Vice Chairs, a Treasurer, and seven other trustees. The board provides strategic oversight, ensures compliance with charity law, and approves major decisions such as budgets, policies, and long-term plans in line with the charity’s mission and legal obligations. Our Board meets quarterly, with sub-committees including Finance, and Policy, taking place between times. For urgent matters between board meetings, the Chair (or Co-Vice Chairs if the Chair is unavailable) can make interim decisions, which are later ratified by the board.

Strategic direction and overall responsibility for operations and project delivery lies with FTWW’s Charity Director. Staff line management is delegated to the Charity Manager, who oversees day-to-day activities and manages the two Coordinators, who deliver projects and services.

Day-to-day spending within the approved budget is managed by the Charity Director and Charity Manager. Our Volunteer Finance Officer supports the Treasurer, Manager, and Director with financial reporting and budget preparation, helping ensure accuracy and transparency across all financial processes.

Activities and Achievements



30+

**Policy
Engagements**



20+

**Research
Projects**



15+

**Education &
Training Activities**



20+

**Focus Groups
Held**



50+

Media Mentions



10+

**Strategic
Collaborations**

**Winner of the Welsh Charity Awards:
★ *Most Influential Small Organisation* ★**



Facebook Page: 2,353 followers (↑ from 2,192 last year)

Facebook Group: 1,994 members (↑ from 1,933 last year)

Instagram: 1,839 followers (↑ from 1,711 last year)

Mailing List: 660 subscribers (↑ from 638 last year)

12 Newsletters & 5 Mailshots Sent with 3730 Opens/Reads

New Website <https://ftww.org.uk/> (visitor numbers available 2025-26)

Policy and Advocacy

FTWW has played a pivotal role in shaping women's health policy in Wales, most notably through our contribution to the NHS Wales Women's Health Plan, launched on December 10th, 2024, with our advocacy efforts ensuring women's voices informed its priorities.



Beyond these milestones, FTWW has actively engaged in initiatives to advance equality and improve health outcomes. We supported the development and inclusivity of Health and Care Research Wales's *Discover Your Role* strategy, contributed to advisory groups such as the Wales Public Services Ombudsman Sounding Board and Health Inspectorate Wales's Equality Advisory Group, and collaborated with BCUHB on the national *Getting It Right First Time* programme for gynaecology. We also played a leading role in the Welsh Government's Disability Rights Taskforce, chairing the Health & Wellbeing Working Group, and participated in Welsh Government forums including those on Gender Equality, Disability Equality, and Period Dignity.



Our advocacy extended to the Senedd, hosting a Drop-In Session during Endometriosis Action Month with Endometriosis UK, acting as co-secretariat for the Cross-Party Group on Women's Health, and contributing to other Cross-Party Groups on Disability, Women, and Suicide Prevention.

As chair of the third sector Women's Health Wales Coalition, we attended key activities such as the Women's Health Plan launch, facilitated Senedd discussions, and engaged with the NHS Wales Women's Health Clinical Network. This year, we welcomed new coalition members, including the Maternal Mental Health Alliance, and HomeStart Cymru, strengthening our collective voice for women's health.



Research and Coproduction

This year, FTWW continued our work in research and coproduction, ensuring that women's voices remain central to innovation in health and care. A key focus has been the ongoing development of the Endometriosis Cymru Symptom Reporting Tool, which is now widely disseminated across Wales. It features on NHS Wales 111 A–Z, NHS Wales Community Health Pathways for Primary Care, and is used by Pelvic Wellbeing Coordinators and Endometriosis Nurses, helping to improve symptom reporting and patient care.



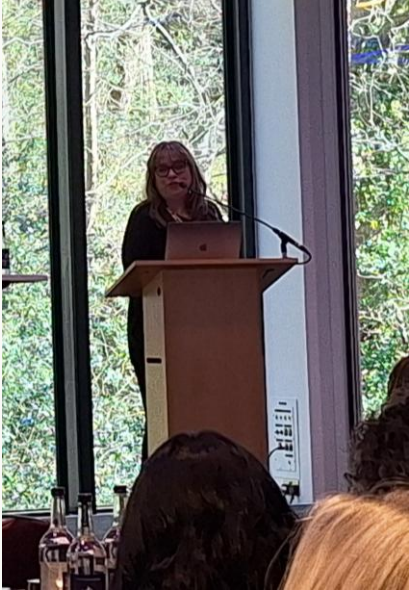
We also remain co-investigators in the *Severe Period Pain Is Not Normal* (SPPINN) study, and partnered with Cardiff, Swansea, and Bangor Universities to establish the Women's Health Research Wales Centre, where FTWW serves as the third sector lead for Public and Patient Involvement and Engagement (PPIE). Our contribution spans four key areas: PPIE, Knowledge Mobilisation, Networking and Collaboration, and Leadership and Administration, ensuring that research priorities reflect lived experience. In addition,

we participated in the ESTEEM clinical trial on testosterone HRT and joined the Women's Health & Physical Activity pan-Wales Research Network, further broadening our research impact.

Other significant contributions include supporting the SUCCEED Study consortium on communications around at-home cervical screening, presenting at Cardiff University's Coproduction Conference, and delivering a session on coproduction in women's health policy and practice at Swansea University's Women's Health Symposium. We also produced a video on coproduction in endometriosis care for the Menstruation Research Network Conference, showcasing inclusive approaches to research. Further involvement includes serving on the James Lind Alliance Priority Setting Partnership Steering Group for PCOS and contributing to a Wellcome Trust-funded study led by Dr Aimee Grant at Swansea University on Autism: Menstruation to Menopause.

FTWW continues to empower members to engage with research through surveys, forums, and focus groups. To strengthen collaboration, we have developed a process for researchers to contact us for support with projects, funding applications, and participant recruitment, ensuring that women's voices shape research from inception to implementation.

Education and Training



FTWW has continued to play a key role in shaping education and training to improve women's health experiences and wellbeing across Wales. This year, alongside our volunteer champions, we worked with Health Education and Improvement Wales (HEIW) to coproduce training modules for GPs on both Premenstrual Dysphoric Disorder (PMDD) and endometriosis. These modules aim to increase awareness and understanding among primary care professionals, ensuring earlier diagnosis and better management of the two conditions. Alongside this, we are developing patient-led training for clinicians performing outpatient hysteroscopy, designed to improve clinical practice and patient experiences.

We met with the Royal College of General Practitioners' Medical Director of Curriculum to discuss curriculum guides, professional standards, and opportunities to embed women's health priorities into GP training across the UK. We also delivered training sessions on menopause support to businesses across Wales, helping employers support staff through this life stage. These efforts reflect FTWW's ongoing mission to ensure that education and training are informed by lived experience, improving outcomes for women across Wales.

Community Engagement

FTWW has continued to prioritise community engagement, ensuring that lived experience informs policy, research, and service delivery across Wales. This year, we hosted more than 20 focus groups on a wide range of topics, providing a platform for members to share their insights and influence decision-making. These sessions included discussions on Welsh Government's *Putting Things Right* process for raising complaints or concerns about NHS care or treatment; lupus patients' experiences in collaboration with LUPUS UK and Llais; and giving evidence for the Senedd Equality & Human Rights Committee on Disability and Employment. We also contributed to the development of the Welsh Government's Perinatal Family



Engagement Framework and gathered evidence on disability and employment for the Senedd Equality & Human Rights Committee.

Our focus groups also supported the creation of practical resources, such as a [‘Supporting Others and Helping Them Cope’](#) toolkit for members and visitors to our website, and played a key role in coproducing content for FTWW’s upcoming 2026 Manifesto, *Our Right to Health & Wellbeing in Wales*. In addition, we continued to co-facilitate the North Wales Gynae Voices Forum, strengthening local engagement and collaboration.

Beyond focus groups, in partnership with Disability Wales, we facilitated Social Model of Disability training for staff and volunteers, hosted two pelvic health webinars with *Fit Fanny Adams*, and co-badged a webinar with Endometriosis UK on living with pelvic pain. We also held two Cuppa Chat meet-ups – one online and one in person – providing informal spaces for connection and support. Alongside these activities, we maintained strong engagement through our growing online community group, email support, and direct participation in events across Wales, ensuring that our members remain at the heart of everything we do.



Strategic Partnerships & Collaborations

This year, FTWW worked closely with organisations to address gaps in care for gynaecology, autoimmune disease, and mental health. We partnered with Endometriosis UK, LUPUS UK, Mind Cymru, and NHS Wales (including Women’s Health and Musculoskeletal Clinical Networks) to ensure disabled women and those with chronic conditions were heard at a national level.



Our collaboration with the Welsh Ambulance Services NHS Trust improved NHS Wales 111 content, making health information more accurate and accessible. Between April 2024 and April 2025, coproduced pages saw strong engagement, with over 2,500 views for PMS content, 1,269 for Endometriosis, and 316 for Adenomyosis, a new page resulting from FTWW’s successful petitioning of the Senedd.

At a UK level, FTWW participated in the UK Faculty of Sexual & Reproductive Healthcare Taskforce, the UK Government's All-Party Parliamentary Group on Endometriosis, the General Medical Council's Patient Roundtable, and the NICE (National Institute of Health and Care Excellence) Voluntary & Community Sector Forum. In Wales, we contributed extensively to forums such as the NHS Wales Women's Health Clinical Reference Group, RCOG's Welsh Executive Committee, and the All-Wales Gynaecology Clinical Implementation Network, as well as policy groups like the Welsh NHS Confederation Health & Wellbeing Alliance and WCVA's Health & Social Care Planning Group. Further collaboration included Welsh Government coproduction forums on disability rights and mental health, alongside strengthening partnerships with Public Health Wales, Women's Equality Network, and others, ensuring women's health equality remains a priority across Wales and the UK.

Events



FTWW staff, trustees, and volunteers attended key events across Wales and the UK to ensure women's health and lived experience were central to discussions. Highlights included contributing expertise at the Cwm Taf University Health Board Women's Health Event, the Policy Insight Wales Menopause Conference, and the Everywoman Festival in Cardiff, where we delivered a presentation on

Fibromyalgia and a workshop on 'Getting the most out of your medical appointment', as well as answering questions at our information stand in the Flint & Denbigh Show's Wellness Tent.

Our team played an active role in the Health & Care Research Wales *Research Matters* conference, gave a keynote presentation at the North Wales Women's Health Conference on '*Women's Health: Lived Experience and the Power of Coproduction to Address Inequities*', and contributed to International Women's Day events in Cardiff and Newport. Additional involvement included the *Women's Wellbeing in the Workplace* event, where FTWW was the



nominated charity, and the Wales Rare Disease Awareness Event. Across these events, we worked to increase understanding, share patient testimonies, and influence policy and practice to improve women's health in Wales.

Media and Public Profile

FTWW featured in over 50 media pieces, including BBC, ITV, and local press, significantly raising awareness of women's health inequalities and influencing public discourse. Our visibility and advocacy were recognised when we won *Most Influential Small Organisation* at the Welsh Charity Awards in November 2024.

Our media work amplified campaigns that led to tangible improvements in health and care in Wales, including coverage of our petition to add adenomyosis to NHS Wales 111, which appeared on ITV Wales and culminated in success when the condition was officially recognised (NHS Wales 111). Later in 2024, the launch of the NHS Wales Women's Health Plan and FTWW's involvement in it attracted widespread attention across BBC, ITV, and Wales Online.



BBC Wales and BBC Cymru Fyw featured FTWW and our members (BBC News, BBC Cymru Fyw), highlighting gynaecology waiting lists and the urgent need for reform. Meanwhile, our co-produced Endometriosis Cymru Symptom Reporting Tool was spotlighted by BBC Radio 4 Woman's Hour, and we also featured in Health and Care Research Wales's coverage of the SPPINN Study, giving voice to those with severe period pain.

FTWW contributed to stories on barriers faced by disabled women (BBC News) and the cost of fertility treatment (BBC News). We also engaged in national debates on medical misogyny (South Wales Argus) and workplace discrimination (Nation.Cymru).

Publications, Endorsements, and Submissions



This year, FTWW contributed to several influential publications and policy papers, embedding lived experience into national strategies. We co-authored key sections of the NHS Wales Women's Health Plan on *Women's Health Research and Engaging with Patients and Public*, and provided insights for the chapter on Gender Health Inequalities for the Women's Equality Network's *Feminist Scorecard 2024*.

Our evidence featured prominently in Senedd reports on chronic conditions and tackling the disability employment gap, and informed Health Technology Wales's appraisal of robotic-assisted benign gynaecological surgery, shaping recommendations for further research.

FTWW was also quoted throughout BCUHB's North Wales Preconception Strategic Plan and contributed to the Welsh NHS Confederation's policy paper *Everything Affects Health*, calling for a cross-government plan to address poverty and health inequalities. Our impact was further recognised in Rosa UK's Annual Report, which referenced our keynote speech at Rosa's 15-year anniversary event.

Consultation Responses

FTWW ensures women's voices shape policy by responding to relevant consultations at national and UK levels. This year, we contributed to Welsh Government consultations on the *Health Impact Assessment Regulations*, *Living with Arthritis and MSK Conditions Framework*, the draft *Mental Health and Wellbeing 10-Year Strategy*, and the *Maternity & Neonatal Care Quality Statement*, to name but a few.

We also provided input on a range of NICE guidelines, including *Endometriosis*; *Menopause*; *Asthma*, and *Health Inequalities*, and submitted evidence to parliamentary consultations, including the Senedd Petitions Committee's discussions on endometriosis and PMDD, petitions submitted by two of FTWW's volunteers, and the Senedd review of hospital discharge. Additionally, we responded to the UK National Screening Committee consultation on HPV self-sampling, ensuring patient perspectives informed screening policy.

Strategy and Operations

Over the past year, FTWW has grown significantly as an organisation. Thanks to funding from the National Lottery Community Fund, and ongoing support from the Waterloo Foundation, we appointed a full-time Charity Coordinator (now Charity Manager) and a part-time Volunteer Coordinator, essentially doubling our capacity to deliver on FTWW's mission and aims.

We also launched a full rebrand, including a new logo and website, supported by National Lottery Awards for All. Alongside this, we partnered with inclusive communications specialists, FOLK, and worked closely with our members through focus groups and research to develop an inclusive communications guide that reflects our values and commitment to accessibility.



In addition, we transitioned to a virtual office and continued to operate remotely, with staff, trustees, and volunteers based across every health board in Wales. Regular communication is maintained through email, Microsoft Teams, and our thriving community Facebook group, ensuring strong collaboration and connection across the organisation.

Our Funders

A heartfelt thank you to our incredible funders, whose ongoing support empowers us to reach more people, and create lasting change.



Feedback from Our Volunteers and Members

Thanks so much for your hard work. You're an amazing charity and give me hope!

You are incredibly supportive of all volunteers, don't change!

I think the opportunities to feed and contribute are so valuable.

Always find the sessions really helpful and everyone is really supportive - FTWW has been an essential resource for me and I am always keen to support where I can.

Thank you for all you do!

I'm so grateful to FTWW for helping and supporting me during menopause.

So helpful and supportive, makes me feel seen and validated which I'm so grateful for.

I found this really helpful. I felt listened to and that my thoughts were valued, and that they could help improve the situation for other women. I find FTWW so supportive and I am so grateful for the community.

Treasurer's Report 2024-25

I am pleased to report that FTWW has had a successful year managing financial stability during 24-25 with some funding extended to mid-2026 allowing new staff to be recruited to help with the ever-increasing workload.



A Lottery Grant awarded for the period of 2024-26 has enabled the employment of a Charity Manager and part salary for the Volunteer Coordinator plus volunteer expenses, tech costs & other necessary fees incurred during our work.

We are fortunate to receive continuing funding from Welsh Government and further funding from Waterloo, with upcoming grants approved for 2025/2026 from the Esmee Fairbairn Foundation & ROSA UK. In the current financial climate funding is always at the forefront of our minds.

Our staff team has been working very hard to find ongoing funding plus keeping their usual many commitments to maintain the charity's core activities and I would like to thank them for their dedication.

Every effort is being made to increase service provision such as consultancy, facilitating public & patient Involvement in research projects, and training delivery to increase our reserves commensurate with the rise in external operational costs and cost of living. The Finance Committee & Charity Manager are working closely to ensure we have robust governance, as are all the Trustees.

Summary of Financial Position 2024-25

The Organisation brought forward a balance of £65,830, generating further income of £100,765 for 24-25, a slight decrease of £5,584 over the 23-24 period.

May I add thanks to the Trustees, Director, Staff & Volunteers for their continuing support without whom we would not be achieving the excellent results we have in 24-25.

A handwritten signature in black ink that reads "June Jeremy".

June Jeremy
Trustee/Treasurer

Financial Statement and Accounts

The following is drawn for the accounts of the Organisation and provides an overview of financial activity for the period 1st April 2024 – 31st March 2025. The Organisation brought forward a balance of £65,830 from 2023-24.

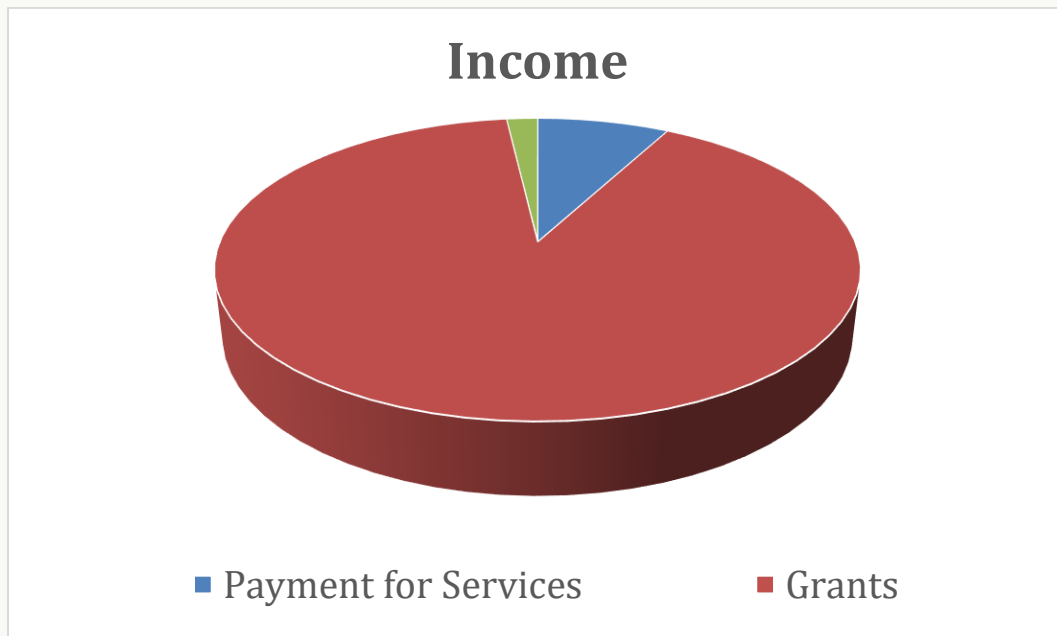
Income

Between 1st April 2024 and 31st March 2025, the organisation generated total income of **£100,765** (£106,349 FY 23/24). This was a slight reduction of £5,584 over the 2023/24 period and a result of changes in our grant funding portfolio. Although we received less income from WG during 2024/25, we were successful in attaining a grant from the Big Lottery Fund.

A breakdown of sources of income is as follows:

Fundraising, Events and Donations	£1,870
Grants	£90,972
Payment for Services	£7,923
TOTAL	£100,765

The relative proportions of income can be seen in the chart below.



A total of £90,972 (£95,428 FY23/24) in grant funding was received comprising £43,348 (£85,458 FY23/24) from Welsh Government; £25,000 (£9,970 FY23/24) from the Waterloo foundation and a new grant of £22,624 from the National Lottery. Of this funding, £12,884 is carried forward into 2025/26.

Funding from the grants was used for salary costs for our director, manager, engagement coordinator, and volunteer coordinator, as well as trustee and volunteer training and expenses, translation, and IT costs.

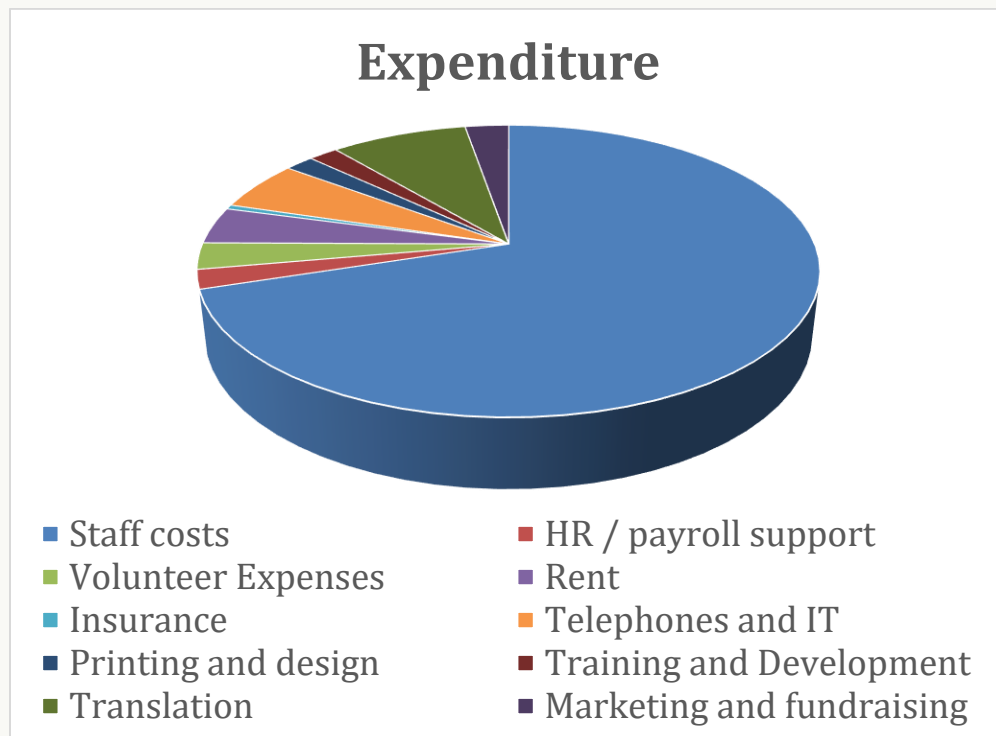
Expenditure

Between 1st April 2024 and 31st March 2025, we expended a total of £108,811 (£95,976 FY23/24) in furtherance of our aims and objectives.

A breakdown of expenditure is as follows.

Staff Costs	£76,265
HR / Payroll costs	£2,306
Volunteer Reimbursement Costs	£3,184
Rent	£4,444
Insurance	£526
Telephone, IT equipment and licenses	£5,996
Training, Development and Consultancy	£1,990
Translation	£9,201
Printing and design	£1,960
Marketing and fundraising	£2,939
TOTAL	£108,811

The relative proportions of expenditure can be seen in the chart below:



This year saw additional staff costs, made possible due to our funding from the National Lottery. This has led to increased capacity for achieving our goals and objectives, and our ability to secure future funding.

The closing balance of funds available to the organisation on the 31st March 2025 was **£57,782**.

The breakdown of restricted and unrestricted funds carried forward at 31st March 2025 is as follows:

Restricted	£12,884
Unrestricted	£44,899
TOTAL	£57,783

Independent Examiner's Report

Audit assurance opinion

Fair Treatment for the Women of Wales

Post box 96

M-Sparc

Gaerwen

LL60 6AG

I have audited the accounts for the Fair Treatment for the Women of Wales (the organisation/charity) covering the period of 1st of April 24 to 31st March 25.

I can confirm that the financial reports provided for the year ending 31st March 25 present a true and fair reflection of the organisation's financial activity during this period.

The scope of the audit included verifying the opening balance carried forward from the 2023/24 financial year, reconciling income against bank statements, conducting a random sample review of expenditure, and verifying the closing balance as at 31 March 2025.

In my opinion, the financial statements are accurate and arithmetically correct.

Karen Cockings (ACCA)

1st December 2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Charity Name

Fair Treatment for the Women of Wales

On accounts for the year ended

2024-25

Charity no
(if any)

1191069

Set out on pages

1

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended [31/04/2025](#).

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: Karen Cockings

Date: 01/12/2025

Name: Karen Cockings

Relevant professional qualification(s) or body (if any):

Chartered Accountant - ACCA

Address:

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern.

Give here brief details of any items that the examiner wishes to disclose.

None, I have no concerns.



FTWW

Fair Treatment for the Women of Wales

Post box 96

M-Sparc

Gaerwen

LL60 6AG

Charity Number: 1191069

FAIR TREATMENT FOR THE WOMEN OF WALES

England & Wales - Charity number 1191069

Accounts

2023-2024

ANNUAL IMPACT REPORT

The only patient and service user-led charity in Wales dedicated to achieving health equality for women, girls and people assigned female at birth.



**FAIR TREATMENT FOR THE WOMEN OF WALES
TRINIAETH DEG I FENYWOD CYMRU**

Plas Eirias Business Centre,
Abergele Road, Colwyn Bay,
Conwy, LL29 8BF

Charity number: 1191069
Contact: info@ftww.org.uk
Website: <https://ftww.org.uk>

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FTWW's Mission

Fair Treatment for the Women of Wales is the only patient and service user-led charity in Wales dedicated to achieving health equality for women, girls, and people assigned female at birth.

Our MISSION is to eliminate health inequalities in Wales for women, girls, and people assigned as female at birth. Our VISION is a Wales where everybody's right to good health and wellbeing is respected and fulfilled, with everyone able to access the healthcare they need, when they need it, and without barriers. We achieve this by ensuring that the people we support have access to information so that they can understand their health

conditions better and know what services they need. Through peer support we empower our members to gain confidence and be better equipped to manage and navigate their health care. We bring researchers, policy makers, and service providers together with experts by experience to ensure female voices are heard, advocating for positive change in health and public service design and delivery.

Chair's Foreword

Welcome to FTWW's Annual Impact Report for 2023 – 2024, which I am delighted to present in my capacity as interim Chair. I am honoured to have taken on the role following Dr Sally Rees's 4-year tenure. Sally is somebody who I have looked up to for many years and she has been a strong guiding hand in the development of Fair Treatment for the Women of Wales. Her support was invaluable whilst we transitioned to a registered charity in 2020, so we were all very sad to see her step down from the role. However, we are reassured that Sally will keep in touch and would like to take this opportunity to once again extend our thanks to her.

This year has been a very exciting one for the charity, with us taking on sole responsibility for Chairing the highly influential Women's Health Wales Coalition. The (then) Cabinet Secretary for Health and Social Care, Eluned Morgan, has publicly acknowledged the Coalition and FTWW's efforts in helping to secure the Welsh Government's focus on women's health and we are pleased to be engaged in conversations with the Women's Health Policy Team and Clinical Network as a 10-year NHS



Wales Women & Girls' Health Plan takes shape. This is a priority area for the Welsh Government's Gender Equality Forum on which FTWW is represented.

Closely linked to the theme of gender justice, 2023-24 has also seen us continuing to support the Welsh Government in a number of key areas, including the Disability Rights Taskforce and associated working groups, and Period Dignity Roundtable. We were pleased to be awarded Welsh Government funding to help us refresh the Endometriosis Cymru website, with new content added on the Equality Act 2010 and reasonable adjustments in the workplace, amongst other topics suggested by its visitors. The site is also now available in easy-read format following training from Learning

Disability Wales, with whom we also collaborated on the creation of 4 easy-read booklets about perimenopause and menopause.

Menstrual health conditions continue to be a priority issue for FTWW's community, so we were delighted to receive news of our successful application to Health and Care Research Wales to investigate the experiences of those affected by severe period pain. Co-produced with Bangor and Cardiff Universities, the 'Severe Period Pain Is Not Normal' (SPPINN) Study will look at the role of menstrual health education and what needs to happen to improve care in medical settings. As Public Partners on the project, FTWW is pleased to have ensured the voices of diverse and seldom heard communities form an integral part of the SPPINN Advisory Group.

This year also saw us joining the new NHS National Clinical Implementation Network for Gynaecology as patient and third sector representatives, helping to ensure that research findings and women's experiences translate into clinical practice. Our role as a patient advocacy organisation has also seen us deliver a number of online learning events on topics such as women's health

inequalities, Premenstrual Dysphoric Disorder in Wales, and equipping patients to get the best out of their medical appointments, as well as working with Health Education and Improvement Wales to develop webinars for GPs. Empowering members to share their stories, and giving volunteers the skills and opportunities to contribute their expertise remain paramount for us and will be a central focus going forward.

We continue to expand our offer of training around women's health and wellbeing to external organisations which include Cardiff University, Cardiff Council, and Welsh Government, amongst others, so that they can in turn support their employees with issues like menstrual health, menopause, and chronic illness. As NHS waiting lists in Wales remain long, it is most important that we continue to raise awareness of our community's needs and priorities and support them as much as possible. This will remain a key objective for FTWW, so securing additional funding from grants, training, and research activities will be vitally important over the next few years as our online community continues to grow, along with the

range of health conditions represented within it.

In summary, as interim Chair of FTWW, I am pleased to conclude by saying that this past year has been a remarkably successful one for the charity, with our profile continuing to grow amongst stakeholders and those who need our support. We have a wonderful team of trustees, staff, and volunteers who are committed to our values and aims.

However, going forward, the need to secure long-term funding is critical, enabling us to sustain and

grow what we offer to our community. As one of our members told us, *'FTWW hasn't just helped me as a patient, it is actively giving me a sense of purpose and meaning to the condition that almost took my life, and for that, I am so grateful'*.

Thank you for reading; I hope you enjoy this Annual Impact Report for 2023-24!

Willow Holloway

A handwritten signature in cursive script that reads "Willow Holloway".

Interim Chair, FTWW

Section 1: Meeting FTWW's Charitable Objectives

OBJECTIVE: Providing Information and Advice in Working to Address Health Inequalities for Women Living in Wales by:

- a) Maintaining an online presence for women living in Wales who are experiencing a range of health issues and;
- b) Providing advocacy, advice, and support

a) Maintaining an online presence for women living in Wales who are experiencing a range of health issues

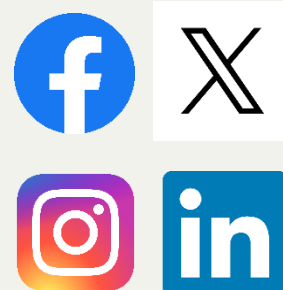
Engagement across a range of social media platforms remains a vital way for us to spread the word about the importance of health equality, the various ways in which FTWW is addressing inequalities experienced by our community, and reach out to stakeholders, including healthcare professionals, other third sector organisations, and those in need of our help.

Website

This year has seen us secure Lottery Awards for All funding to update our website and printed leaflets, in recognition of the vital role these resources play in raising awareness of the charity's work and support offered.

Social Media

- 1933 Members of our Online Support Group
- 2192 Facebook Page Followers
- 2432 X Followers
- 1711 Instagram Followers
- 192 LinkedIn Followers
- 638 Newsletter Subscribers
- 16 Newsletters and Mailshots published
- 78 Involvement Opportunities shared with community members and volunteer



‘Joining FTWW has been helpful because I have been signposted to resources specific to my condition (PMDD), but it has also been empowering because I feel like I belong to something bigger than myself, where there are other people, with a diverse range of conditions, symptoms, and experiences, but with a commonality of knowing we deserve fairer healthcare, and this has given me the confidence to feel like I can talk about my condition openly, to help educate others.’

b) Providing advocacy, advice, and support

Over this 12-month period, FTWW has facilitated a wide array of discussions and focus groups with members of our pan-Wales online community on topics related to health, wellbeing, equality, disability rights.

A number of focus groups and online questionnaires with our beneficiaries enabled us to respond to some significant consultations during this period, including, perhaps most notably, the Senedd Health & Social Care Committee’s ongoing Inquiry into ‘Supporting People with Chronic Conditions’.

Chronic illness has a disproportionate impact on women and people assigned female at birth, both in terms of health-related outcomes and socioeconomic disadvantage. We submitted written responses from FTWW and the Women’s Health Wales Coalition, hosted two focus groups with our members on behalf of the Senedd Engagement Team, and participated in a private stakeholder evidence session with the Health and Social Care Committee.

We also hosted two focus groups on behalf of the Future Generations Commissioner. These enabled our members to contribute to the Commissioner’s ‘Our Future Focus’ consultation, ensuring that the needs of women affected by long-term illness, who are disabled and / or experiencing socio-economic disadvantage, are considered and prioritised in the Commissioner’s work for the next 5 years, in line with the wellbeing goals of ‘Equality’ and ‘Health’.

We continue to Chair the Women’s Health Wales Coalition, whose membership during this period stands at over 80 charities, grassroots

groups, academics, clinicians, and patients. As Chair, a key aim for us is to ensure both third sector and patients are key stakeholders in the development of the NHS Wales Women & Girls' Health Plan so that it is inclusive, enables better access to services for disabled women, and prevents avoidable health inequalities.

This period has seen us deliver 29 consultation responses on health, disability, and equality-related topics.

We responded to several Welsh Government consultations, including:

- **'Citizens' Voice Body: Guidance on Access, Representations, and NHS Service Change'**, looking at the role of *Llais*, the national advocacy service for health and social care
- **'Belonging, Engaging, Participating'** about school attendance policy which, for FTWW, meant making recommendations about absenteeism related to menstrual health conditions. The Wales School Research Network has now included a question on the impact of periods for its student participants, to gain a better understanding of numbers affected
- **'Child Poverty Strategy'**, where we discussed health inequalities, disability, and period poverty
- **'Musculoskeletal Services Quality Statement'** which will set expectations of health boards in Wales on their service provision for autoimmune diseases, hypermobility, chronic pain and energy-limiting conditions
- **'Urgent & Emergency Care Quality Statement'** which we asked to include detail on health inequalities, gender bias, gynaecology, rare conditions, and mental health
- **'A Renewed Economic Mission for Wales'**, where we spoke about the impact of disability and deprivation, and the benefits of embedding the social model of disability, inclusion, and coproduction
- **'Health Service Procurement Reform for Wales'**, where we discussed the need for robust Equality Impact Assessments and improved support for third sector organisations providing services in Wales

- **‘Draft Strategic Equality Plan 2024-28’**, which will underpin Welsh Government’s approach to equality, diversity, and inclusion, and provide guidance to all public bodies in Wales
- **‘Health Impact Assessment Regulations’** aimed at providing public bodies in Wales with instructions on what these entail ahead of making decisions about services or plans so as not to adversely affect people’s physical and mental health
- **Health Education & Improvement Wales (HEIW)’s Education and Training Plan** for healthcare professionals in Wales between 2024-25.

Senedd Committee Inquiries

- **‘Supporting People with Chronic Conditions’**, which saw us provide stories from our members about their experiences and needs, including how gender stereotypes can contribute to diagnostic delays, poor treatment, and how services vary across Wales
- **‘Do disabled young people have equal access to education’** where we spoke about the disproportionate impact of chronic illness, menstrual ill health, period poverty, autism and neurodivergence on females, and how systems weren’t always set up to recognise or support those affected.

National Institute for Health and Care Excellence (NICE)

- Draft guideline for **Menopause: Diagnosis & Management**
- Draft guideline for **Endometriosis: Diagnosis & Management, ‘Management if Fertility is a Priority/Problem’**

Royal College of Obstetricians and Gynaecologists (RCOG)

- **Advanced Training Review**
- RCOG Welsh Executive Committee, with whom we coproduced a survey for Wales clinicians about **current practice in Coil Insertion and Removal**, to help improve shared decision-making and pain management.

23 publications with FTWW contributions & endorsement including...

- [The Faculty of Sexual and Reproductive Health \(FSRH\)'s 'Hatfield Vision'](#), a Framework to Improve Women and Girls' Reproductive Health Outcomes, such as access to contraception, reproductive rights, menopause, menstrual health, cervical screening and maternal health outcomes in black women and women of colour
- [Royal College of Physicians, 'Driving Change Together'](#), featuring FTWW as a case-study demonstrating the power of involving patients in health service design, and the subsequent ['Giving Everyone a Voice'](#) paper in which FTWW co-developed the co-production toolkit included
- [British Standards Institute \(BSI\) Standard on Menstruation, Menstrual Health & Menopause in the Workplace](#)
- [WEN Gender Network's Wales Women's Rights Manifesto for UK General Election](#) for which FTWW provided both evidence and narrative on 'Tackling Gender Health Inequalities'
- [Senedd Equality & Human Rights Committee inquiry report, 'Women's Experiences in the Criminal Justice System'](#) to which FTWW contributed and is mentioned, including evidence provided to the Committee in a dedicated evidence session
- [Senedd Health and Social Care Committee inquiry report, 'Unheard: Women's journey through gynaecological cancer'](#) in which FTWW and the Women's Health Wales Coalition are cited throughout
- Letter of support for our volunteer, Becci's, [petition to the Senedd on the need for national PMDD awareness and education](#).



Inaugural FSRH Hatfield Vision Meeting



54 media pieces featuring FTWW, our volunteers and members, or referencing our work, such as:

During April...

- As part of PMDD Awareness Month, FTWW volunteers shared their stories and staff spoke to [WalesOnline](#) about the need for greater understanding, joined-up services, and for PMDD to feature in NHS Wales Women's Health Plan.
- FTWW Trustee, Kirsty, [described being diagnosed with ADHD later in life WalesOnline.](#)
- FTWW Volunteer, Harriet, talked about the impact of long waiting lists for endometriosis and other conditions in Wales in the podcast, [The Waiting List.](#)



Becci Smart



In May and June...

- FTWW Volunteer, Nia, discussed the important development of a [Perinatal Mother-and-Baby-Unit in Chester](#), with allocated beds for North Wales patients and expressed concerns about [limited Welsh language provision to BBC Wales](#)
- FTWW member, Julia, featured in [BBC's Naga Munchetty's coverage of adenomyosis.](#)



The proposed mother-and-baby unit

- FTWW, volunteer Lucy, and the Women's Health Coalition were mentioned in a [British Medical Journal opinion piece](#) about the need to address women's experiences of pain, trauma, and lack of informed consent when having minor gynaecological procedures.

During August and September...

- FTWW's PMDD Champion, Becci, talked to [BBC Wales News Online](#) about living with PMDD.
- FabiansCymru published two FTWW blogs, about [women's health](#) and [endometriosis](#).



Becci Smart

- ITV Wales Evening News [headlined with FTWW members and PMDD champions](#), Becci and Laura discussing diagnostic delay, medical gaslighting, and the need to educate healthcare professionals about PMDD.

In October, November, and December...



Dawn, FTWW Menopause Champion, at the House of Lords

- FTWW Menopause Champion, Dawn, attended [the launch of the UK Menopause Manifesto at the House of Lords](#) and is pictured centre-right, holding a FTWW Menopause Awareness Leaflet.

- FTWW Trustee, Dee, described the pain of outpatient hysteroscopy to [BBC Wales News](#) and the Women's Health Plan is mentioned as part of the Welsh Government's commitment to addressing issues like this. Dee's story featured across all BBC TV news throughout the day.



Dee Dickens

- FTWW's PMDD Champion, Becci, shared her story with a range of media outlets, including [WalesOnline on the topic of living with invisible health conditions and being disabled](#); the 'Piece of Mind' Podcast; and [The PMDD Podcast](#).

In January and February...

- Senedd Research published its [article on progress in Wales of the NHS Wales Women & Girls' Health Plan](#), citing the Women's Health Wales Coalition throughout.
- FTWW's Engagement Officer, Dee, was named one of '[Women of Newport's Community Champions](#)', featuring in a photographic exhibition at the Senedd's Pierhead Building, for her work at FTWW and campaigning on women's health.
- FTWW's PMDD Champion, Becci, spoke to The Independent about her condition being dismissed: "[Dismissed and gaslit': The women with premenstrual dysphoric disorder struggling to get a diagnosis](#)"



Dee Montague

In March...

- [Sioned Williams MS spoke to the Western Mail](#) talks about Endometriosis Cymru and the digitised Symptom Reporting Tool FTWW has co-produced.

- FTWW was quoted, and our members included in [BBC Wales's article on diagnostic delay for endometriosis](#).



Lowri Shepstone

- FTWW Member, Bethan, spoke to [BBC Cymru Fyw about endometriosis](#), with FTWW quoted.

OBJECTIVE: Raising awareness of women's health and related services with the public, health service providers, professionals, academics and policy makers in Wales

Key to FTWW's mission as a charity is to grow our network and develop collaborative relationships with a wide range of stakeholders so that we can increase awareness and understanding of health inequities experienced by women and people assigned female at birth who are disabled and/or living with long-term health issues, so that they can be properly considered, addressed, and prevented.

Our Volunteers

FTWW's volunteers are vital in helping us to raise awareness of women's health amongst wider networks. As such, they are enabled to participate in various training courses and offered a range of opportunities to advocate for themselves and other patients.

This year has seen our volunteer numbers grow to 79

We have facilitated the involvement of volunteers in a wide range of local and national events during these 12 months, including the All-Wales

Menopause Conference in November 2023, and the All-Wales Pelvic Health Education Event in March 2024 where they have been supported to deliver talks on their lived experience of a range of related health issues and impairments, and influence positive change in the delivery of health and care.

Feedback from our Volunteers...

...on Social Model of Disability Training:

'I thoroughly enjoyed the training. The session was clear, informative and well delivered. I learnt a lot that I never would have thought about if it wasn't for this session. Thank you.'

'Every time I learn about the social model of disability in different settings, I feel like I learn something new! This training was very helpful and something I will be able to take forward for other volunteering activities to enrich my own and others' experience.'

...about Welsh Government's MSK Quality Statement Launch event:

'Having an online meeting before the event was an excellent idea. We agreed on the issues that were important, goals, and next steps.

Thank you.'

...about the All-Wales Menopause Conference

'I was fortunate to represent FTWW at the All-Wales Menopause Conference, alongside two other patient speakers from the organisation. The conference was attended by professionals, academics, and researchers working in the menopause field, and as patients, we were able to share our experiences with the goal of helping improve diagnosis times and treatment pathways. I was so grateful to be given this opportunity by FTWW - for myself and my own sense of purpose, but also to make a difference, to reach out to those in the field, and to bridge the gap between professionals and patients.'

Training and Talks

Staff and volunteers deliver training, host workshops, and give talks on a range of issues related to women's health and wellbeing, to grow understanding and improve the support offered. Some examples include:

- Educ8 'Menopause & Wellbeing in the Workplace', and 'Menopause and Menstrual Health in the Workplace'
- Cardiff Council Women's Wellbeing Network
- Cardiff University 'Women in the Workplace' staff training
- Welsh Government Women Together Network, 'Let's Talk Endometriosis'

Lisa with members of
the Walk and Talk
Women's Group



Feedback from Training Recipients:

'Thank you so much for your support last week. The feedback we received has been amazing! Staff really enjoyed the session and those that were unable to attend were able to watch the video and feedback too.'

'We were delighted to have FTWW present to our women's health in the workplace event...Incredible insight into the realities of living with long term health conditions and the impact this can have on women within the workplace and what FTWW is doing to work with women and Welsh Government to address issues... Thank you to FTWW for supporting our event.'

'A huge thank you for giving us your time. The feedback I have received has been so positive with us all feeling the session was so informative and of benefit to us.'

'Thank you for co-hosting such an informative webinar. I came away feeling less alone with my health battle, and empowered to continue fighting for the healthcare all women deserve in Wales.'

'A huge thank you to Lisa (for her) participation in the Walk and Talk Women's Group's Menopause Talk as a guest speaker. The reception has been overwhelmingly favourable.'

'It was absolutely fantastic! Such a brilliant response from the attendees and so much truly useful information which will help us all! Thank you so much again and for the work you all do!'

Meetings, Events, and Forums

Some particularly instrumental meetings and events this period, where staff and/or volunteers have articulated the needs, experiences, and priorities of our members and the wider community have included:

MEETINGS, where FTWW Staff held discussions with clinical advisory bodies, health boards, and policy teams, such as:

- **National Institute of Health and Care Excellence (NICE)** where we discussed views and experiences of using NICE in Wales
- **Cardiff & Vale University Health Board**, and its coproduction of resources with people with long-term conditions
- **Cwm Taf University Health Board**, and its 'My Health, My Way' resources
- **Hywel Dda University Health Board** and FTWW members discussed Pelvic Health Pathways and 'Patient Knows Best' resources
- **Welsh Ambulance Services University NHS Trust**, developing resources for NHS Wales 111 A-Z website
- Discussions with **Betsi Cadwaladr University Health Board & Aneurhan Bevan University Health Board** about developing a Gynae Voices Forum in ABUHB
- Meetings with **Betsi Cadwaladr** about the development of a Nurse-led Service for endometriosis patients in North Wales

- **Welsh Government Policy Leads for Maternity, and Women's Health**, where policies on care around miscarriage care and support were discussed
- **Llais and LUPUS UK**, to look at variation in pathways across Wales
- **Health and Care Research Wales**, to look at supporting and resourcing community groups in research activities
- Community Mapping Conversations with **Verity PCOS, All Wales People First, Fertility Network UK Wales, Women's Equality Network, and the Royal College of Obstetricians & Gynaecologists** as part of our work establishing FTWW's Future Priorities
- **Welsh Government's Equality & Diversity Lead in Maternity & Neonatal Policy**, looking at the development of a framework of support, training, and resourcing for Maternity Voices Groups across Wales and to see how far that could be replicated for Gynae Voices forums
- Meeting the leads of a **NHS England Confederation** 'Women's Health Economics Report' to see how far it might extend to Wales

EVENTS

FTWW staff, trustees, and volunteers were involved in 57 EVENTS or ACTIVITIES, as attendees, participants, or hosts, including:

- Hosting an **online event with FTWW and IAPMD** about the Inclusion of PMDD on the Women's Health Plan for Wales for PMDD Awareness Month
- **Senedd PMDD Awareness Drop-In Session** for Members of the Senedd
- **Senedd Insight 'Menopause in the Workplace'** event, as guests of Jenny Rathbone MS
- **Senedd Health & Social Care Committee debate on Mental Health Inequalities**, with FTWW participants on its Advisory Group



Lisa & Katherine at Senedd Insight

- **Rosa 15th Anniversary Event**, London, where our Engagement Officer, Dee, was a keynote speaker on behalf of FTWW
- Co-hosted an **online event with Fertility Network UK, Llais, and Hormones & Health**, to discuss 'Getting the Most out of Your Medical Appointments'
- **EveryWoman Festival**, Cardiff, where our Engagement Officer, Dee, was a panellist on the main stage, discussing endometriosis and FTWW
- **Welsh Government workshop** on its Strategic Equality Plan 2024-28
- **'Below the Belt' screening**, panel discussion and fundraiser for FTWW, Chaired by Sioned Williams MS
- **'Meet the President of the Faculty of Sexual & Reproductive Healthcare'** event with the FSRH Wales Committee
- FTWW staff and trustees are panellists at the **National Federation of Women's Institutes Annual Conference**, discussing Women's Health
- **UK Government Disability Action Plan Workshop** for stakeholders in Wales
- FTWW hosts a North Wales Members' **in-person support group**
- **Musculoskeletal Innovations in Wales Conference** & MSK Quality Statement launch event
- FTWW staff and volunteers run an information stand at **Disability Wales's Annual Conference & AGM**
- Launch of the **UK Parliament All-Party Parliamentary Group Menopause Manifesto** at the House of Lords
- **WCVA's 'Conversation with the Charity Commission'** to discuss the accessibility needs of Disabled People's Organisations



Dee Montague

- **All-Wales Endometriosis Nurse Training (virtual) Workshop**
- FTWW menopause champion, Lisa, features in short video about our involvement in the development of the easy read menopause booklets at **Learning Disability Wales's annual conferences**.
- **Academy of Medical Sciences, 'Spotlight on Women's Health' event** to discuss women's health priorities and needs.
- **Rosa UK's, 'Voices from the Frontline' networking event.**
- **'Routes to Power' event** for disabled women's organisations to meet funders (Smallwood, Rosa, Pilgrim Trust, Esme Fairbairn, Trust for London) and convey challenges and priorities.
- FTWW hosts two **FTWW Future Priorities Workshops** with members and non-members to establish next steps and test out possible project ideas.



Dee & Zoe meeting the FSRH president

- Roundtable discussion with Ipsos, and Wales Cancer Alliance Chair, Tenovus, regarding their **Gender Equity in Oncology** project
- FTWW Trustee, Kirsty, delivers a presentation on 'Tackling Gender Health Inequalities' in the Wales Women's Rights Manifesto for UK General Election at **WEN's AGM**.
- **National Centre for Mental Health (Wales) webinars** on 'Menopause & Mental Illness', and 'The Latest in PMDD Research'
- FTWW staff and volunteers create a video for the '**All Wales Pelvic Wellbeing Education Event**', with volunteer Zoe presenting in-person on the day about chronic illness and incontinence
- '**Welsh Rare Disease Day Reception 2024**' in Cardiff
- **North Wales Bite-Sized Health Event**
- **FNUK's 20-year celebration and lectures** at the UK Houses of Parliament
- **EYST online event, 'Uncovering the Taboo: Menopause & Ethnic Minority Women'**
- '**Women of Newport**' exhibition and event at Pierhead, Cardiff
- FTWW's Engagement Officer, Dee, delivers a presentation to **Equal Power, Equal Voice** participants about successful campaigning and lobbying
- FTWW is Sponsor of **Wales EndoMarch, Cardiff**, where volunteer, Rachel, delivers a keynote speech
- FTWW volunteer, Lara, delivers an **endometriosis webinar to the NASUWT**
- **Endometriosis Action online event**, co-hosted with Endometriosis UK and chaired by Jenny Rathbone MS, where FTWW staff officially launch the refreshed Endometriosis Cymru website and digital Symptom Reporting Tool
- **Disability Wales North Wales in-person DPO Summit.**

FORUMS

FTWW Staff, Trustees, & Volunteers participated in 33 FORUMS or GROUPS with a variety of stakeholders, such as the Welsh Government, the Senedd, NHS Wales, and Third Sector Organisations. Examples include:

- **Royal College of GPs' Patient & Carer Partnership Group**, UK and Wales
- **Public Services Ombudsman Advice & Advocacy Bodies' Sounding Board**
- **Health Inspectorate Wales Stakeholder Advisory Group**
- **WEN Gender Network**
- **General Medical Council Patient Group Roundtable**
- **Senedd Cross Party Groups on Disability, Women, Lung Health, Suicide Prevention, and Women's Health**, on which we provide co-secretariat alongside BPAS (British Pregnancy Advisory Service) – this year saw this particular CPG discussing chronic conditions like ME and Long Covid, and meeting with Eluned Morgan, where FTWW was praised for leading the development of 10-year Women's Health Plan and providing basis of content.
- **Digital Services for Public and Patients**
- **FSRH Hatfield Vision UK Taskforce**
- **Welsh Government's Gender Equality Forum, Disability Equality Forum, Period Dignity Roundtable**
- **NHS Wales Clinical Implementation Network for Gynaecology**
- **Welsh Government Disability Rights Taskforce and Working Groups**, including Employment & Income; Travel; Access to Justice; Wellbeing; Accessible & Affordable Housing
- **BCUHB's Musculoskeletal Advisory Group, Women's Services Directorate Board, Gynae Voices Forum, and 'Getting It Right First Time (GIRFT) in Gynaecology' Task & Finish Group**
- **LUPUS UK Devolved Nations Committee**
- **Wales Council for Voluntary Action (WCVA) Health, Social Care, Wellbeing Planning Group**
- **Welsh Government Sexual & Reproductive Health Task & Finish Group**
- **All-Wales Patient & Public Interest Group; the All-Wales Medicines Strategy Group**
- Chairing the **Women's Health Wales Coalition** - our AGM this year saw us meeting with the Welsh Government's Women's Health Policy Team to discuss next steps in the development of a Wales Women's Health Plan
- **Health & Care Research Wales Public Engagement & Involvement Forum**

- **Welsh NHS Confederation's Health & Wellbeing Alliance and working groups on 'Major Conditions', and 'Health Inequalities'**
- **Health Pathways for Primary Care in Wales Gynaecology Reference Group**, including reviewing national Primary Care Health Pathways for endometriosis, ensuring that FTWW and Endometriosis Cymru Symptom Reporting Tool are incorporated
- **UK Parliament All-Party Group on Endometriosis**
- **RCOG Welsh Executive Committee & National Safety Advisory Group for Obstetrics & Gynaecology.**

OBJECTIVE: Conducting research and disseminating the useful results

Evidence shows that women who are disabled and/or living with long-term health issues often find that their needs aren't considered when it comes to research, or that they are excluded from studies which have the potential to improve their wellbeing and lives. As a charity, we are keen to see this change and are increasingly raising awareness of inequality in research and how we can help to facilitate more inclusive patient and public involvement.

Involving Disabled Women and Grassroots Organisations in Research

We attended a workshop with Health and Care Research Wales about 'allyship' in research and featured in their newsletter: *Collaborative*



Collaborative workshops - the importance of allyship in health and social care research

workshops - the importance of allyship in health and social care research | Health Care Research Wales.

Not only did we go on to host focus groups enabling HCRW's Public & Patient Involvement Team to learn more about ways researchers could work better with women who are disabled and living with long-term illness, we also put together a paper for their 'Discover Your Role 2' Strategy in which we discuss the support and resourcing needed to ensure third sector involvement, particularly grassroots organisations who are led by and for the people they represent and therefore often articulate lived experience of intersectional inequality.

Funding for Women's Health Research

This year, we were particularly delighted to hear the Minister for Health & Social Care assert her commitment to resourcing for 'women's health research' at a meeting of the Cross-Party Group on Women's Health. At that same meeting, Ms Morgan went on to publicly acknowledge FTWW as having driven forward work on a national Women's Health Plan.

Some of the Research Projects with FTWW Involvement and/or support this year:

- **'[SPPINN](#)'** – the Health & Care Research Wales (HCRW)-funded Severe Period Pain Is Not Normal Study has seen us attending ongoing monthly meetings as part of the project's advisory group, and co-hosting Public & Patient Involvement Partners' introduction to the Study
- **'[Autism from Menstruation to Menopause](#)'** a Wellcome-funded project, led by Swansea University's Dr Aimee Grant, sees FTWW on the Advisory Group, and our Chair, Willow Holloway, a member of its lived experience Community Council. Willow is listed as co-author of several academic papers coming out of the project.

- Cardiff University and Proper Design, a [***refresh of Endometriosis Cymru and digitalisation of the Endometriosis Cymru Symptom Reporting Tool \(SRT\)***](#)
- Working with Cardiff University and mentoring FTWW Endometriosis Champion, Rachel, as she continues her HCRW-funded PhD **‘Evaluating the effectiveness of the Endometriosis Cymru SRT in improving GP and patient communications’**. Her experience, and that of FTWW volunteer, Beth, feature in HCRW’s media piece here: [Endometriosis Research](#)
- Swansea University’s investigations into **blood-based markers to diagnose endometriosis and Polycystic Ovary Syndrome (PCOS)**
- University of West Scotland and **research priority-setting on PMDD**. FTWW volunteer Becci’s story and role with FTWW features on Wales’s National Centre for Mental Health’s website, where she explains her involvement in research: [Becci | NCMH](#)
- Working with BCUHB, Cardiff University, and the NHS Wales Gynaecology Implementation Network to explore the possibility of a feasibility study to **‘Collect and Disseminate Gynaecology Patient Stories for Wider Learning’**
- Working with Cardiff University and Verity PCOS to explore FTWW involvement in a **James Lind Alliance Research Priority Setting process for PCOS** (to commence later in 2024)
- Supporting Cardiff University’s Centre for Artificial Intelligence, Robotics and Human-Machine Systems with the possibility of a **‘FemTech’ pre-conception project**
- Working with Cardiff University on its **‘ESTEEM’** Study, funded by the National Institute of Health and Care Research, to look at the role of testosterone in HRT for menopause
- Cardiff University and the FSRH possible project on **Shared Decision-Making for Pain Management in Minor Gynaecological Procedures**, such as Coil Insertion and Removal



Rachel Joseph

- Supporting Swansea University PhD student, Zoe, with research into **women's experiences of chronic illness and incontinence**
- Supporting Cardiff University Occupational Health Department and FTWW member, Lara, with research into **women's experiences of chronic illness in the workplace**
- Working with the National Centre for Mental Health (Wales) to help promote their [Women's Winter Webinar Series](#)
- Involvement in the Welsh Government Violence Against Women, Domestic Violence, and Sexual Violence ([VAWDASV](#)) [Research Network](#).
- Abstract submitted for **The Menarche, Menstruation, Menopause and Mental Health (4M) Consortium** on 'Co-producing a digital symptom reporting tool for suspected endometriosis: A development and pilot study'
- Coproducing a HCRW application to develop a **pan-Wales Women's Health Research Centre of Excellence (WWOMHEX)** with academic colleagues at Cardiff University, Bangor University, Swansea University, and with support from the Welsh Government's Women's Health Policy Team; National Implementation Network for Gynaecology; Health Education & Improvement Wales, amongst many others.



Feedback from FTWW members and volunteers involved in research activities:

'I had known before starting my PhD that FTWW were a group I wanted to join. I had previously come across their Facebook page and found a like-minded community of women. Some women were struggling with illness, some were looking for support, and the (online group) provided me with so much support and ready-to-go information when I was diagnosed with Fibroids.'

'My greatest wish is that I can continue working with FTWW in some capacity... Sharing the results of my PhD on urinary incontinence and chronic illness in women as they age, developing educational awareness campaigns for young girls and women about urinary incontinence, and always striving to improve Women's Health.'

'FTWW provided me with a lifeline during my unexpected diagnosis of endometriosis, experience of miscarriage, and seeking advice about a diagnosis for ADHD as an adult... I am currently undertaking a small research project and reached out to FTWW to help with recruitment for PPI partners. FTWW could not have been more enthusiastic and helpful, offering advice on the advert and support for the PPI partners through membership with FTWW. In their words, this is what collaboration and co-production is about.'

Section 2: FTWW Financial Reporting

Treasurer's Report

I am delighted to introduce myself to all who support FTWW, as the organisation's new Treasurer. I am a grandmother and retired Payroll Officer and, as someone who has personal experience of endometriosis and breast cancer, getting involved with this organisation was a must for me.

I was pleased to join FTWW's Board in April 2023, and officially took on the position of Treasurer on the 1st July 2024, taking over from Tami Rolls who continues to support FTWW as a Volunteer Finance Officer.

We have supported our members through the challenges of the Pandemic and now the difficulties caused by the financial crisis being felt by all, with the Charity sector particularly affected.

We have continued to source and apply for various grants to help us ensure our community's voices and health priorities are heard and are looking at ways to resource a potential expansion to our workforce to support project management and the continuing effectiveness of our organisation.

We are continually aware of the need to be cost-effective.

As a result, I am pleased that our overall financial position is stable going forward, with our aims and objectives for the next year fully in our minds as always.

Summary of Financial Position 2023-24

The Organisation brought forward a balance of £55,457.72, generating an Income of £106,000 for 2023-24. This was an increase of £41,193 over the 22-23 period - partly, this was allocated by the Welsh Government to a refresh of the Endometriosis Cymru website.

I would like to thank the Trustees, Tami for her work as our Treasurer, the Director of Policy & Research, Staff, and Volunteers without whom FTWW could not achieve the results we have over this last year and in the years prior to that.



June Jeremy | Trustee/Treasurer



Grants and Fundraisers

We would like to extend our sincere thanks to our funders, both grant-awarding bodies and volunteer fundraisers, whose support is hugely appreciated.

Your generosity and enthusiasm for FTWW's work enables us to continue supporting and advocating for women and people registered female at birth across Wales who are disabled or living with long-term health conditions – again, thank you:

- **Welsh Government Social Justice Department, 'Equality and Inclusion'**
- **Waterloo Foundation**
- **National Lottery Awards for All Wales**



Financial Statement and Accounts

The following is drawn for the accounts of the Organisation and provides an overview of financial activity for the period 1st April 2023 – 31st March 2024.

The Organisation brought forward a balance of £55,457.72 from 2022-23.

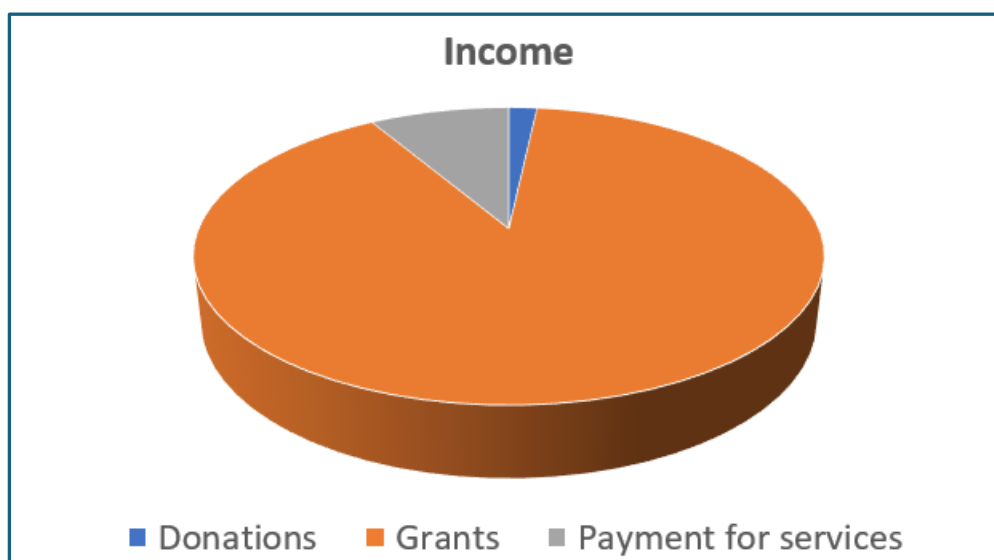
Income

Between 1st April 2023 and 31st March 2024, the organisation generated total income of **£106,349.08**. This was an increase of £41,542 over the 2022/23 period.

A breakdown of sources of income is as follows.

Fundraising, Events and Donations	£1,832.83
Grants	£95,428.00
Payment for Services	£9,088.25
TOTAL	£106,349.08

The relative proportions of income can be seen in the chart below.



A total of £95,428 in grant funding was received comprising £85,458 from Welsh Government and £9,970 from the National Lottery Awards For All Wales. Of this funding, £11,391 is carried forward into 2024/25.

Funding from the grants was used for salary costs for our director, engagement officer, trustee and volunteer training and expenses, translation and IT costs.

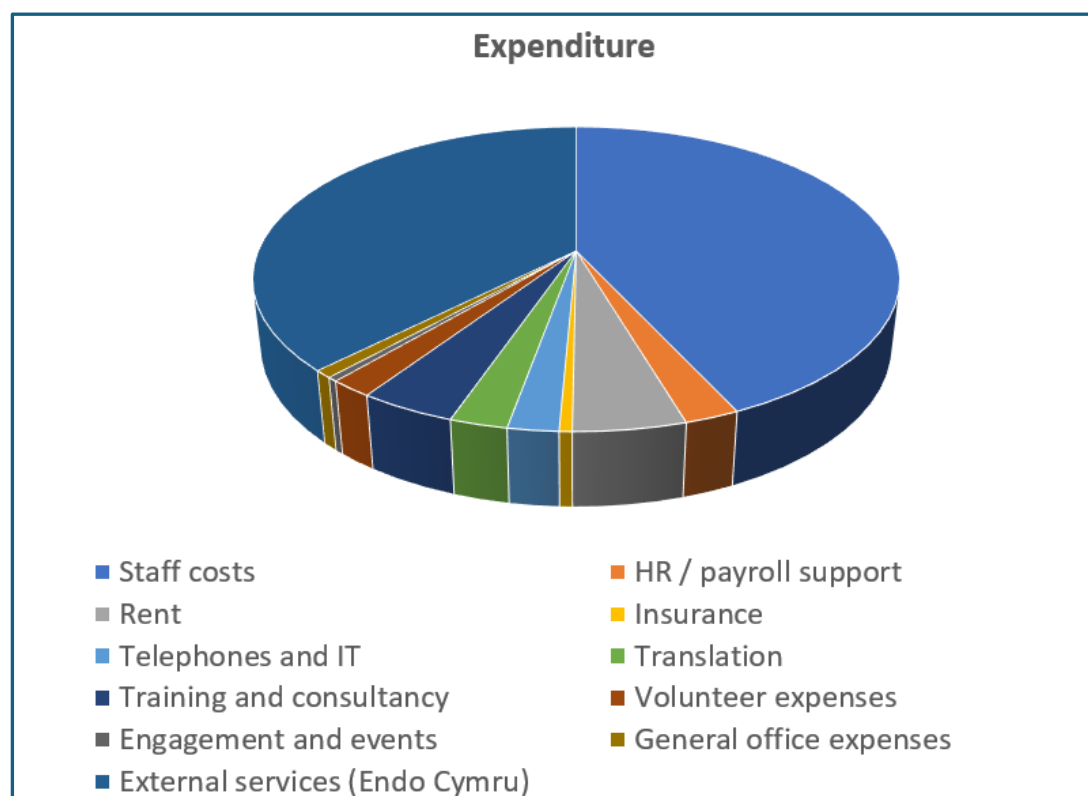
Expenditure

Between 1st April 2023 and 31st March 2024 expended a total of **£95,976.39** in furtherance of its aims and objectives.

A breakdown of expenditure is as follows.

Staff Costs	£41,356.27
HR / Payroll costs	£2,225.46
Volunteer Reimbursement Costs	£1,774.44
Rent	£4,560
Insurance	£516.20
Telephone, IT equipment and licenses	£2,058.50
Training, Development and Consultancy	£3,941.63
Translation	£2,345.49
External services (Endo Cymru)	£36,011.00
Engagement and Evaluation	£416.40
Other costs	£771.00
TOTAL	£95,976.39

The relative proportions of expenditure can be seen in the chart below.



The payment of £36,011 for Endo Cymru external services was fully funded from the Welsh Government Endo Cymru grant payment.

The closing balance of funds available to the organisation on the 31st March 2024 was **£65,830.41**.

The breakdown of restricted and unrestricted funds carried forward at 31st March 2024 is

Restricted	£21,800.00
Unrestricted	£44,030.41
TOTAL	£65,830.41

I can confirm that these accounts have been subjected to an independent examination by ACCA-accredited Karen Cockings, on 11th December 2024.

Tami Rolls

Section 3: Organisational Details

Board of Trustees 2023-2024

- **Chair:** Dr Sally Rees
- **Treasurer:** Tamira Rolls
- **Secretary:** Jonathan Stevens
- **Trustee:** Willow Holloway
- **Trustee:** Julie Richards
- **Trustee:** Claire Foster
- **Trustee:** June Jeremy
- **Trustee:** Alison Pritchard
- **Trustee:** Dee Dickens
- **Trustee:** Karen Lo
- **Trustee:** Kirsty Pringle
- **Trustee:** Liz Williams
- **Trustee:** Lucy Cone
- **Patient Adviser to the Board:** Louise Evans

Fair Treatment for the Women of Wales (FTWW) is a pan-Wales patient-led charity and disabled people's organisation focused on highlighting and addressing health inequities experienced by women and people registered female at birth who are disabled and/or living with long-term health issues.

Contact Information:

Plas Eirias Business Centre,
Abergele Road,
Colwyn Bay, Conwy,
LL29 8BF

info@ftww.org.uk
<https://ftww.org.uk>
<https://facebook.com/ftww.wales>
https://twitter.com/ftww_wales

FTWW: Financial Statement and Accounts

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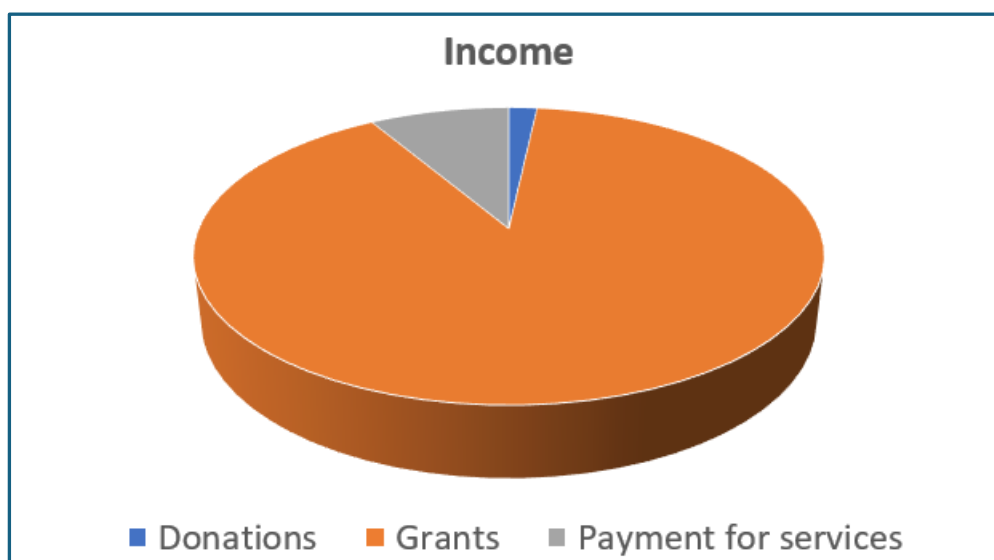
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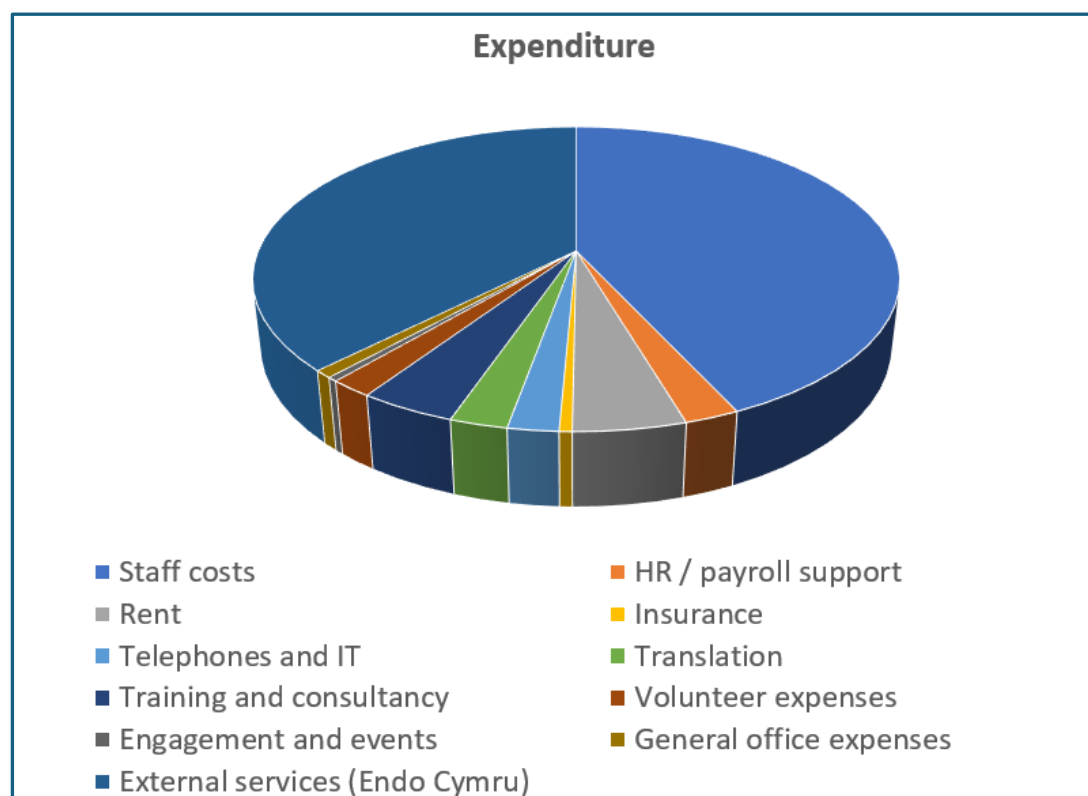
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TOTAL	£65,830.41

I can confirm that these accounts have been subjected to an independent examination by ACCA-accredited Karen Cockings, on 11th December 2024.

Tami Rolls

Audit assurance opinion.

Fair Treatment for the Women of Wales

Plas Eirias Business Centre

Abergele Road

Colwyn Bay

LL29 8BF

I have audited the accounts for the ***Fair Treatment for the Women of Wales*** (the organisation/charity) covering the period of 1st of April 23 to 31st March 24.

I can confirm that the financial reports provided for the year ending 31st March 24 is a true reflection of the financial activity for this time period.

The scope of the audited included, verifying the brought forward balance from financial year 22/23 £55,4572, checking the value of income to the bank statements, plus randomly sampling the expenditure plus verifying the closing balance as of 31st March 24 £65,830.41.

In my opinion the financial statements are arithmetically correct.

Karen Cockings (ACCA)

11th December 2024.

Accounts

2022-23

ANNUAL IMPACT REPORT

FTWW

FAIR TREATMENT FOR
THE WOMEN OF WALES

WWW.FTWW.ORG.UK



The only patient and service
user-led charity in Wales
dedicated to achieving health
equality for women, girls and
people assigned female at
birth.

Registered address:
Office 5, Plas Eirias Business
Centre, Abergele Road,
Colwyn Bay, Conwy LL29

Charity number: 1191069
Contact: info@ftww.org.uk
Website: ftww.org.uk

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Strategic Aims and Objectives

FTWW: Fair Treatment for the Women of Wales is the only patient and service user-led charity in Wales dedicated to achieving health equality for women, girls, and people assigned female at birth.

Our **MISSION** is to eliminate health inequalities in Wales for women, girls, and people assigned as female at birth.

Our **VISION** is a Wales where everybody's right to good health and wellbeing is respected and fulfilled, with everyone able to access the healthcare they need, when they need it, and without barriers.

We achieve this by ensuring that the people we support have access to information so that they can

understand their health conditions better and know what services they need.

Through peer support we empower our members to gain confidence and be better equipped to manage and navigate their health care.

We bring researchers, policy makers, and service providers together with experts by experience to ensure female voices are heard, advocating for positive change in health and public service design and delivery.

Chair's Report

I am pleased to present FTWW's Annual Impact Report for 2022-23.

It has been another productive year, with plans in place to expand the Board of Directors, having identified a range of key skills which would complement and enhance the Board membership and enable the organisation to grow. Ahead of this, we worked with Joy Unlimited to develop a 3-year Strategic Plan and launched our bi-lingual mission statement.

Our volunteers have been pivotal, actively raising awareness of women's health equality. They, together with our two amazing staff members, have contributed to a significant number of regional and national groups, forums, or boards such as the Disability Rights Taskforce, Mental Health Advisory Group and across several Welsh Government Cross Party Groups. Our proactive involvement has ensured that women's health priorities are high on the agenda across policy and practice.

There have been a succession of notable highlights including co-Chairing the Women's Health Wales Coalition with the British Heart Foundation Cymru which brought together a range of organisations, patient groups and advocates to produce a comprehensive report which was presented to Welsh Government. Consequently, FTWW met with the Minister for Health and Social Care, Eluned Morgan, and Welsh Government's Women's Health Policy.

Team to discuss the Minister's commitment to an NHS Wales Women's & Girls' Health Plan. This a major step towards the recognition that women's health is a priority for the Welsh Government.

FTWW has been involved in research programmes and activities which are investigating the impact of different health conditions on women and people assigned female at birth. There continues to be a lack of understanding on the part of public, professionals and employers which the charity actively seeks to address. FTWW effectively participated in a wide range of consultations and inquiries and had a significant amount of media coverage during the year, including in September which saw representation from FTWW on BBC Wales TV's 'Women's Health Takeover'.

As we came to the end of the reporting year, we were pleased to receive several applications to join our Board and to begin making preparation to conduct interviews.

I'd like to take this opportunity to thank our Staff, our Volunteers and Trustees for such a memorable, creative and prolific year showing that a small organisation can achieve big things. Well done, everyone! I hope those reading this report will appreciate how FTWW has had a major impact on raising awareness of the need for women's health equality in Wales.

DR Sally Rees



Engagement

2022-23 saw **FTWW's website** continue to provide access to information that helps people better manage health-related conditions and get the healthcare they need.



5745 people
viewed our website



13,409 pages
visited

Top 3 content pages:

1. Women's Health Wales
2. Endometriosis
3. Report: Making a case for better menopause services in Wales

Our **digital and social engagement** empowers people to access peer support and discover opportunities to advocate for better healthcare.

72

involvement opportunities and other communications shared



ranging from media requests to invitations to attend events, participate in groups or forums, and contribute to research surveys and activities



2010
followers

118,200
impressions



1692
group members

2089
page followers
& 2006 likes



1631
followers

10069
reach



651
people
subscribed
to the FTWW
newsletter

Information, Support, Advocacy

FTWW's staff and volunteers regularly contributed to 49 groups, forums, or boards, ensuring that women's health priorities and experiences in Wales were represented and taken into account in the development of policy, practice, and service development.

Patient Groups: This year, not only did we continue to co-host Betsi Cadwaladr Health Board's Gynae Voices Forum, we also saw our patient members and volunteers participating in its Musculoskeletal Joint Advisory Group. FTWW has also been developing links with Hywel Dda Health Board to set up a Pelvic Wellbeing Patient Group, and working with Cardiff & Vale Health Board's Long-Term Conditions Stakeholder Group.

Importantly, this year also saw the Senedd's Health & Social Care Committee bring together a lived experience Mental Health Advisory Group in which some of FTWW's members took part. All of these have been set up to centre patient voices, enabling participants to share their experiences, and help health boards and Senedd Members co-produce policy and practice with those who use services.

Policy Groups: On the back of last year's Welsh Government-commissioned Locked Out report, which looked at the impact of Covid19 on disabled people in Wales, the Minister for Social Justice created a Disability Rights Taskforce, on which FTWW has been pleased to sit.

Key to the Taskforce's understanding of widespread issues and barriers facing disabled people have been a number of Working Groups, all of which are Chaired by a disabled person. We've been delighted to participate in groups including 'Accessible Services', 'Employment and Income', and 'Health and Wellbeing', the latter of which is Chaired by FTWW trustee, Willow Holloway.

FTWW is also represented on Welsh Government's Period Dignity Roundtable; Gender Equality Forum, and Disability Equality Forum.

In terms of groups calling for policy change outside of Wales, FTWW members continue to attend UK All-Party Parliamentary Groups (APPGs) on topics related to female health whilst, back in Wales, we also participate on a number of Senedd Cross-Party Groups (CPGs).

Perhaps most notably this year, FTWW joined with the British Pregnancy Advisory Service (BPAS) to provide the secretariat for the Women's Health CPG, Chaired by Jenny Rathbone MS.

Clinical Groups: FTWW continues to provide third sector and patient representation on a range of groups across UK and Wales looking at clinical practice for the services our members use. These include the new NHS Wales Executive's National Clinical Implementation Network for Gynaecology and, prior to that, Welsh Government Task & Finish Groups on Menstrual Disorders and Menopause. We also sit on the Royal College of Obstetricians and Gynaecologists' Welsh Executive Committee and National Safety Advisory Group, and the Royal College of GPs' patient & carer forums in Wales and UK.

Stakeholder Groups: These groups aim to bring together both those with lived experience of the issues at hand, and also equality & diversity champions from a range of organisations. Groups include Health Inspectorate Wales's Equality Stakeholder Group, and the Public Services Ombudsman's Equality Sounding Board.

Networking Groups: Connecting with other organisations working in the health and equality space is a vital part of FTWW's mission – and this year saw us taking in our biggest project yet: co-Chairing the Women's Health Wales Coalition alongside the British Heart Foundation Cymru. This third sector alliance has brought together equality organisations, health condition-specific charities, Royal Colleges, patient groups, researchers, and patient advocates – united in the aim of influencing the Welsh Government to co-produce a Women and Girls' Health Plan for Wales. We're delighted to say that this aim has been successful – more on that to follow.

FTWW's staff and volunteers attended 23 conferences, events, and seminars on topics related to women's health and intersectional health inequalities.

By attending these events, we were able to contribute the lived experience of health inequality, women's health priorities, and insights into FTWW's work, including how we can support partner organisations to better understand and accommodate women's health-related needs.

Some of the key events during 2022-23 included:

- **Rosa UK's Annual Conference**, where FTWW presented on how to coproduce effective women's health campaigns, and the work we have done here in Wales as co-Chairs of the third sector Women's Health Wales Coalition.
- **WEN Wales & Oxfam Cymru's Community Launch of their Feminist Scorecard for Wales**. Not only did FTWW co-produce the section on gender health inequalities, one of our endometriosis champions, Beth, facilitated the in-person discussion on the topic at the Cardiff-based event.



Photo: FTWW volunteer Beth talking health inequality at Feminist Scorecard launch

- **The All-Wales Research Symposium on Personalising Support with Decisions about Reproductive Goals**. We were delighted to receive a mention as key stakeholders in the Wales Kidney Research Unit & Bangor University 'Pregnancy Choices with Kidney Disease' programme.
- **The Ethnic Minority Women in Welsh Health Care's Equality Event**, which saw FTWW staff and volunteers attend in person to take part in discussions about intersectional inequality in health care.
- **Disability Wales's Annual Conference and AGM 'The Road to Rights'**. FTWW's Engagement Officer, Dee, delivered a powerful keynote speech on the support she has received from FTWW as a patient and staff member in her quest to abolish 'imposter syndrome', so that disabled women feel confident about being equal partners in high-level decision-making.

- **The Rural Health and Care Wales Conference**, where FTWW volunteer champions were able to contribute to discussions about ensuring equity of access to more specialised healthcare services when they are not available locally.
- **The Digital Health and Care Wales Symposium in Cardiff**. FTWW volunteers have been members of the NHS Wales Digital Services for Public & Patients Group for some time, ensuring that things like the development of a patient app are accessible. Here, we were able to hear the Health Minister's comments about the role of technology in improving patients' access to healthcare.
- **The first All-Wales Menopause Network Conference for Healthcare Professionals**, which saw FTWW's Menopause Champions, Lisa and Lara (right) delivering presentations on the lived experience to a large in-person and online audience. They were joined by our Engagement Officer, who co-Chaired a Clinicians' Question & Answer Session with questions from FTWW's members.
- **A number of events at the Senedd**, supporting Coalition members like the Samaritans, British Heart Foundation, Fertility Network UK, and Endometriosis UK, and answering questions on the Wales patient experience, as well as contributing to the Equal Power, Equal Voice event, co-hosted by WEN Wales, Disability Wales, Stonewall Cymru and EYST.



Photo: FTWW and Endometriosis UK volunteers and staff at the Senedd in March 2023.

FTWW participated in over 50 meetings and workshops on topics relating to disability and women's health and wellbeing.

These have enabled us to raise awareness amongst a wide and diverse range of people and organisations. Some of these meetings now take place regularly so that we can continue to highlight where there are barriers and inequities which need to be addressed if we are to improve women's health outcomes and wellbeing in Wales.

Some particularly significant examples include:

- **Meeting with Betsi Cadwaladr Health Board's Directors of Mental Health** as part of the development of a specialist perinatal mental health Mother-and-Baby unit in Chester for North Wales residents. We were pleased to make clear the need for joined-up care and Welsh language provision, and have since been involved in the scrutiny of artist's impressions and plans for the unit.
- **Meeting with the Minister for Health and Social Care, Eluned Morgan, and Welsh Government's Women's Health Policy Team** to discuss the Minister's commitment to a NHS Wales Women's & Girls' Health Plan. We now meet regularly with the Policy Team to make sure that any developing Plan looks at issues beyond the scope of the NHS but which have significant impact on women's health equality.
- **Discussions with the British Red Cross and the UK Patients' Association** about health inequities and how to address them, particularly in relation to women who are disabled and / or living with long-term health issues.
- **Meeting with representatives of the Welsh Health Specialised Services Committee** to explore how patients and third sector might be more involved in decision-making about the commissioning of specialist health services for people in Wales. We were particularly keen to highlight how postcode lotteries for care are impacting those with endometriosis and autoimmune diseases in Wales.
- **We also now meet regularly with the Senedd Research Team**, to help them better understand and communicate to Senedd Members developments in women's health, and **Llais, the independent citizens' voice body for Wales**. Llais is able to take emerging themes around specific health and care challenges to the Welsh Government and health boards for their response so having ongoing conversations with these two bodies is very important.

FTWW hosted or co-hosted 11 focus groups and one pan-Wales event with the aim of ensuring our members have the opportunity to share their views about particular health-related topics related in a safe and supportive space, discuss new developments in Wales, or simply learn new skills.

Some of our focus groups this year were held with visiting speakers, including the Welsh Government's Period Dignity Leads, or an occupational therapist giving participants tips on 'pacing' activities when living with an energy-limiting condition.

Others have been more 'formal', with participants asked to feed into consultations on the NHS Wales Duties of Quality and Candour. We've also provided our members with the opportunity to come and discuss issues around menstrual health and menopause.

Our pan-Wales online event was this year co-hosted with Endometriosis UK and Chaired by Jenny Rathbone MS. Speakers included endometriosis specialists, Welsh Government, FTWW and EUK with almost 200 viewers in total.



Photo: EndoMarchers gathered on Cardiff steps in March 2023.

Research, Reports, Responses

This year saw FTWW involved in 11 research programmes and activities. This is one of our key objectives as a charity because, without research into the impact of different health conditions on women's lives and wellbeing, we will continue to see a lack of understanding on the part of public and professionals, and a lack of investment in the services we need.

Some of the research projects FTWW has been supporting this year include incontinence challenges for women with chronic health conditions; autism, from menstruation to menopause; looking at the creation of a pain relief shared decision-making tool for patients in gynaecology outpatient settings, and the development of diagnostic tests for PCOS and endometriosis.

We've also been involved in work to digitalise the Endometriosis Cymru Symptom Reporting Tool, and co-producing a training course on 'Severe Period Pain is Not Normal (SPPINN)' for school nurses and other teaching professionals.

We also did some research of our own within our online community, to look at how many women in Wales were being offered pelvic physiotherapy for pelvic pain and associated conditions. The findings from this have been helping us make the case for more services and better access to them.

FTWW was amongst those asked to contribute to UK-wide research on funding for third sector organisations, including how effective the Tampon Tax grant funding had been, and if women's charities and groups were as well-supported financially as they need to be. The results made for sobering reading, with less than 2 per cent of the total value of all grants recorded on 360Giving in 2021 going to women's and girls' organisations: <https://www.tnlcommunityfund.org.uk/media/insights/documents/Women-and-Girls-Sector-Research-Mapping-Report-Final.pdf>

In December 2022, FTWW and the Women's Health Wales Coalition's role in raising awareness of the need for more research in Wales became clear, as we were cited throughout Health & Care Research Wales's *Rapid Evidence Map for Women's Health*, an activity commissioned by the Health Minister, Eluned Morgan MS:

<https://healthandcareresearchwales.org/gender-inequalities-health-social-care>

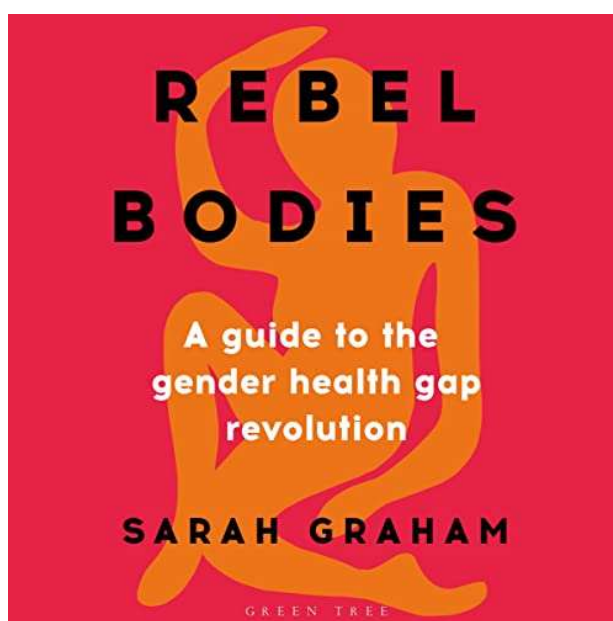
FTWW contributed to 16 publications & led on the creation of one pan-Wales report this year, many of which have been particularly enlightening and ground-breaking, leading to vital discussions about patient needs in Wales.

We were particularly pleased to feed into the Royal College of Obstetricians and Gynaecologists' report *'Left for Too Long'*. The report showed that, since the pandemic, waiting lists for non-cancerous gynaecological conditions were the longest out of all specialties, evidence which helped to ensure that gynaecology is now on the NHS Wales Executive's priority list for planned care recovery.

Much of this evidence was echoed in FTWW's members' stories and comments to the Senedd Health & Social Care Committee, whose report on NHS Wales waiting lists, *'Waiting Well'* was published in May 2022.

FTWW featured as a case study in a number of publications this year, including the Royal College of Physicians' *'Mind the Gap'* report, exploring the wide-ranging causes and solutions to health inequality in Wales. We were also incredibly excited to have several pages dedicated to us in journalist, Sarah Graham's book, *'Rebel Bodies: a Guide to the Gender Health Gap Revolution'*, published in January of 2023

(Picture on right: The book cover of 'Rebel Bodies - A guide to the gender health gap revolution' by Sarah Graham)



Perhaps most exciting of all for FTWW, was the publication of the Women's Health Wales Coalition's evidence, 'A Quality Statement for the Health of Women, Girls, and those Assigned Female at Birth' <https://www.ftww.org.uk/2021/wp-content/uploads/2022/05/Womens-Health-Wales-Quality-Statement-English-FINAL.pdf>

Launched on International Day of Action for Women's Health in May, the document extends to 114 pages and has been instrumental in securing the Welsh Government's commitment to a *Women and Girls' Health Plan for Wales*. We are incredibly proud to have brought together a group of over 80 participants who share our aim of improving female health experiences, outcomes, and wider wellbeing in Wales.

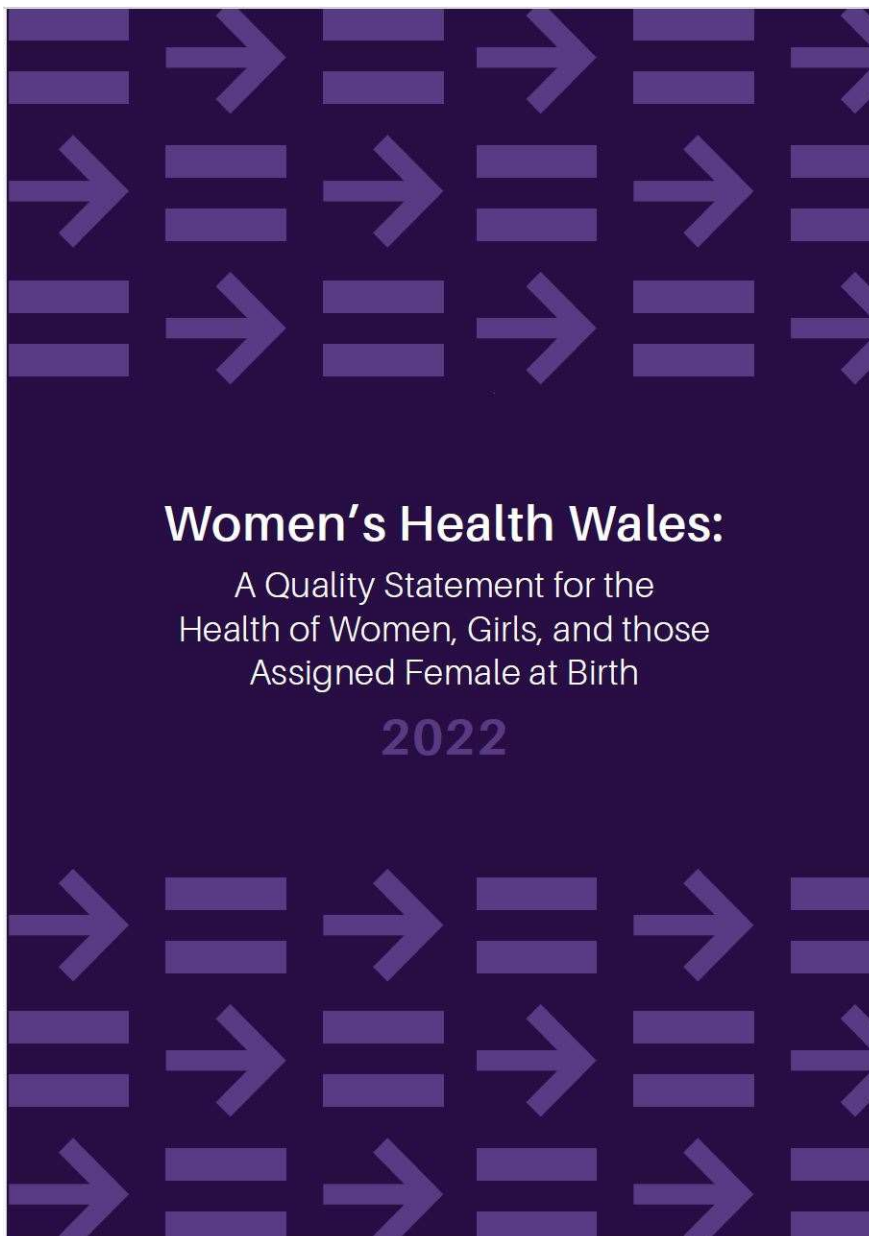
Thanks to ongoing dialogue with our community, this year saw FTWW participating in 24 consultations and inquiries, imparting evidence relating to women's health, wellbeing, challenges, and inequalities.

For some of these, we were also able to include – with members' permission – anonymised case studies and quotes, which can very often bring evidence to life and add real impact. We cannot thank our members enough for sharing their stories in this way.

We've already mentioned some of the consultations to which FTWW contributed this year, but a few others include:

- The Welsh Government's *Plan to Transform and Modernise Care and Reduce Waiting Lists*.
- The Senedd Equality & Social Justice Committee's *Inquiry into women's experiences of the Criminal Justice System*, where we also gave evidence in person to the Committee about women's potential health needs in these spaces, and disabled women's access to justice.
- Health and Care Research Wales's *Strategic Plan for 2022-2025*, where we made clear the need to focus on better supporting the co-production of research with people with lived experience and their advocates.
- The Senedd Health & Social Care Committee's *Inquiry into Gynaecological Cancers*

- The Royal College of GPs' 2023-2025 Strategy, *'Building a Sustainable Future for General Practice'*
- The British Standards Institute's Workplace Standard for *'Menstruation, Menstrual Health, and Menopause'*
- The Welsh Health Specialised Services Committee's consultation on access to fertility treatment in Wales
- Health Education and Improvement Wales's *Training Plan for 2024 and Medium-Term Plans for 2023-2026*, where we emphasised the need to prioritise learning about women's health and shared decision-making, but also clinical skills like the use of diagnostic ultrasound in gynaecology settings.



Picture on left: Front cover of Women's Health Wales Coalition publication entitled 'Women's Health Wales: A Quality Statement for the Health of Women, Girls, and those Assigned Female at Birth, 2022'

Collaborations, Coalitions

FTWW believes that collaboration can be vital in drawing attention to women's health issues and intersectional inequalities, and working out solutions. Through collaboration, we are able to avoid duplication of effort and, instead, amplify each other's voices and effectively call for change.

This year saw FTWW involved in 13 projects, campaigns, and collaborative partnerships with other third sector organisations.

- Supporting **Asthma and Lung UK** with their campaign to raise awareness of women's increased risk of asthma attacks as a result of female hormone fluctuations
- Taking part in discussions with **Mind Cymru** about the challenges in primary care and whether or not pharmacies always provide an accessible solution
- Working with the **National Federation of Women's Institutes in Wales** to raise awareness of their campaign around improving uptake of cervical screening, and a second campaign to highlight the challenges and needs of autistic females
- Supporting the **Campaign Against Painful Hysteroscopy** to have the findings of their research heard in Wales, not least in clinical settings but also as part of a series of articles published by Patient Safety Learning.
- Joining **WEN Wales's** award-winning Diverse 50/50 Campaign to see equal gender representation in the Senedd. We were pleased to be able to provide insights about the additional challenges facing women who are disabled or living with ongoing health challenges (not least the need to ensure support for managing menstruation and menopause in the workplace)!
- Continuing to co-Chair the third sector **Women's Health Wales Coalition** with the **British Heart Foundation Cymru**, ensuring not only that there will be a Welsh Government commitment to a 10-year Women & Girls' Health Plan for the NHS in Wales but that the group is able to collate evidence for all sorts of inquiries and consultations which impact on the health, wellbeing, and prosperity of women, girls, and people assigned female at birth.

Resources

By ‘resources’, we mean the publication of new information that can be downloaded by our beneficiaries, but also training courses attended or delivered, grants awarded, and fundraisers organised. We also include our amazing volunteers, whom we consider to be one of our most valuable resources as a charity led by and for patients.

Training delivered: This year has seen FTWW facilitating discussions about the Women’s Health Wales Coalition with a number of organisations. We were also particularly pleased to be invited to present to General Practice Cluster Leads in Cardiff on the support offered to patients by FTWW, and how primary care could get involved in work to digitalise the Endometriosis Cymru Symptom Reporting Tool.

In addition, we’ve delivered more formal training to organisations on topics ranging from endometriosis and stress, menopause, and menstrual wellbeing in the workplace.

Training received: FTWW staff, trustees, and volunteers have benefited from various training courses throughout the year; some examples include, ‘Understanding & Using the Social Model of Disability’ with Disability Wales; ‘Measuring Impact’ with Smallwood Thrive; ‘Access & Reimbursement for Patient Groups involved in Research’ with Findacure / Beacon; ‘How to Implement Co-production’ with Coproduction Network Wales; and Safeguarding training.

Resources Published: FTWW was this year pleased to undertake work to develop a 3-year Strategic Plan with Joy Unlimited, and also launched our bi-lingual and downloadable Mission Infographic for 2023-25 here: <https://www.ftww.org.uk/our-mission/>

FTWW members with endometriosis also co-produced a Toolkit to assist the new endometriosis nurses in their role, with various tips and suggestions for how to best support patients with the condition.

Volunteers: This year saw FTWW’s Volunteer numbers grow to 70, with increasing numbers of our pan-Wales community’s members wanting to get involved, have their voices heard, and be supported in doing so.

Funding: We were delighted to support FTWW Menopause Champion, Lisa, to undertake an Ultra Marathon in aid of the charity. Her donations will enable us to update, translate, and print new FTWW 'About Us' and Menopause leaflets for wider distribution – thank you, Lisa.

This year has also seen us continue to be recipients of grants from the Rosa UK Fund for Women and Girls, and the Smallwood & Rosa Thrive Fund, and receive new funding from the Waterloo Foundation and Welsh Government's Equality & Inclusion Programme.



Combined, this year's grant funding has enabled us to double our staff to two, with FTWW's Engagement Officer now joined by our Director of Policy and Research. Together with our trustees and volunteers, they have been able to ensure that FTWW continues to lead the way on women's health equality in Wales, widening the charity's reach, responding to calls for evidence, and influencing research, policy, and practice by empowering the patient voice.

We look forward to reporting on the impact this has had in next year's report.

Media

This year has been a bumper year for media coverage, with FTWW staff / trustees / volunteers / members contributing to, or featuring in, 87 media items on the television, radio, podcasts, print or online news and blogs.

Some of the highlights are included below.

April – May 2022

- Diagnostic delays and challenges accessing care for endometriosis in Wales received significant coverage by ITV Wales, culminating in a prime-time 'Wales This Week' documentary, 'Living in Pain', featuring FTWW's Engagement Officer, Dee, and other volunteers: <https://www.itv.com/walesprogrammes/articles/wales-this-week-living-in-pain>



Photo: A screenshot of FTWW Engagement Officer Dee talking about living with the pain of endometriosis on BBC Wales Today

- Bella Magazine showcased FTWW volunteer, Rachel's story of endometriosis.



Photo: Bella Magazine's feature of FTWW volunteer Rachel's endometriosis story

- BBC Wales saw FTWW staff and volunteers contributing to discussions about systemic problems accessing healthcare, particularly in gynaecology.
- Shortages of HRT also hit the headlines, with FTWW providing commentary.
- Women's health more generally became a hot topic across Wales in May 2022 as FTWW and the Women's Health Wales Coalition called on the Minister for Health & Social Care to commit to a plan which would address the escalating inequalities in women's health being experienced.
- From Senedd Members debating the issues around inequalities in healthcare in Plenary, to Wales Online talking fibroids, and the BBC highlighting the longer time to an autism diagnosis for females compared to males, May's International Day of Action on Women's Health saw the Coalition's evidence take centre stage with women's health making the news across mainstream media in Wales. This included coverage of the need for better support and care for women who experience serious bowel injuries caused by childbirth: [Childbirth: Mum left feeling dirty by incontinence injuries - BBC News](#)

June - August 2022

- The Daily Mail featured FTWW's Lucy and her calls for better pain relief during coil fittings.
- FTWW Menopause Champions, Lisa and Llinos spoke to BBC Wales about the need for menopause specialists and more public awareness.
- Volunteer, Kim, shared her story of having to turn to private healthcare in the face of growing NHS waiting lists.
- FTWW was featured in coverage that highlighted the issues around accessing hormone-based medicines for contraception and symptom relief and the need for more research into Polycystic Ovary Syndrome (PCOS).
- OK magazine covered the lived experiences of women in Wales living with Premenstrual Dysphoric Disorder (PMDD).

September – December 2022

- The Guardian published its exclusive survey results on patients having to go private amidst long NHS waiting lists, with FTWW Volunteer, Dee, their chosen case study.
- A new venture during this period was BBC Wales TV's 'Walescast: Women's Health Takeover' hosted by Jenny Rees, Health Correspondent. Consisting of two half-hour studio discussions, the first featured FTWW's Engagement Officer, Dee Montague whilst the following week saw Professor Jacky Boivin in the studio, discussing the Severe Period Pain is Not Normal (SPPINN) training course which FTWW has helped to develop.

Photo: FTWW staff feature on BBC Wales TV's 'Walescast'

- The challenges of the menopause were covered by WalesOnline.
- Growing NHS Wales gynaecology waiting lists featured in the Daily Mail.



- The need for public services to be delivered sensitively and with compassion was top of the agenda in December 2022. FTWW's Pregnancy Loss lead, Jess, spoke to BBC Wales news regarding calls for official baby loss certificates in Wales, whilst other members highlighted how advice about weight loss as part of fertility treatment was too often being delivered insensitively and with no signposting to practical support.

January – March 2023

- FTWW talked to the BBC World Service as part of its Health Check series.
- Volunteers Kirsty and Lara discussed living with Hypermobility Spectrum Disorder (HSD) as part of Cardiff University's international 'Behind the Health Statistic' podcast series.
- February's media primarily focused on the launch of Welsh Government's Period Proud Wales Action Plan. The lived experiences of FTWW volunteers, Becci and Dee, were captured in short films made to 'normalise the conversation (about periods) and encourage others...to be period proud'. <https://www.gov.wales/period-proud-wales>
- March tends to concentrate on endometriosis awareness and we were delighted to support so many of our volunteers in sharing their endometriosis experiences with WalesOnline and BBC Wales, amongst others. In fact, their stories were powerful enough to inspire Huw Irranca-Davies MS to lead a debate on the subject in the Senedd.
- FTWW members and volunteers also contributed to items on autism and lupus.
- WCVA published a FTWW Blog on [#EmbracingEquity in female health - WCVA](#) for International Women's Day, where we highlighted the inequalities women in Wales face when accessing healthcare whilst remaining optimistic of a more equitable future.



Photos: FTWW volunteers, Becci and Dee, share their stories as part of Welsh Government's 'Period Proud Wales' campaign launch



Recognition

We're delighted to report that this year, FTWW's online community, our volunteers, and our campaigning work on endometriosis were recognised through no fewer than five awards.

- Beth Hales, one of FTWW's long-standing volunteers, was highly commended in the **WalesOnline Equality and Diversity Awards' Gender Equality Champions Category** for her campaigning on endometriosis, including a petition to the Senedd which garnered almost 6000 signatures.
- FTWW won **'Support Group of the Year' at the second annual Welsh Women's Awards** in recognition of the peer support, friendship, solidarity, and involvement opportunities we offer through our pan-Wales online support & discussion group.
- Wales's endometriosis nurses, the creation of which role was amongst recommendations made by FTWW as part of a Welsh Government Task & Finish Group in 2018, won at the **Welsh Pharmacy Awards for 'Developments in Female Health'**.
- Rachel Joseph (*right*) FTWW Endometriosis Champion, won **'Young Volunteer of the Year' at the Wales Council for Voluntary Action's Welsh Charity Awards** for her efforts in raising awareness of women's health inequalities, including contributing to research projects on severe period pain and gynaecological conditions like endometriosis and adenomyosis.
- Lisa Nicholls, FTWW Menopause Champion, was listed as one of **Gwent's most amazing and inspiring women, joining the South Wales Argus Hall of Fame** for her tireless campaigning to improve menopause care for women across Wales.



Well done to all involved for their achievements and their ongoing work.

Treasurer's Report and Annual Accounts 2022-2023

FINANCIAL STATEMENT AND ACCOUNTS

Summary of Financial Position 2022-23

The following is drawn for the accounts of the Organisation and provides an overview of financial activity for the period 1st April 2022 – 31st March 2023.

The Organisation brought forward a balance of £25,675.27 from 2021-22.

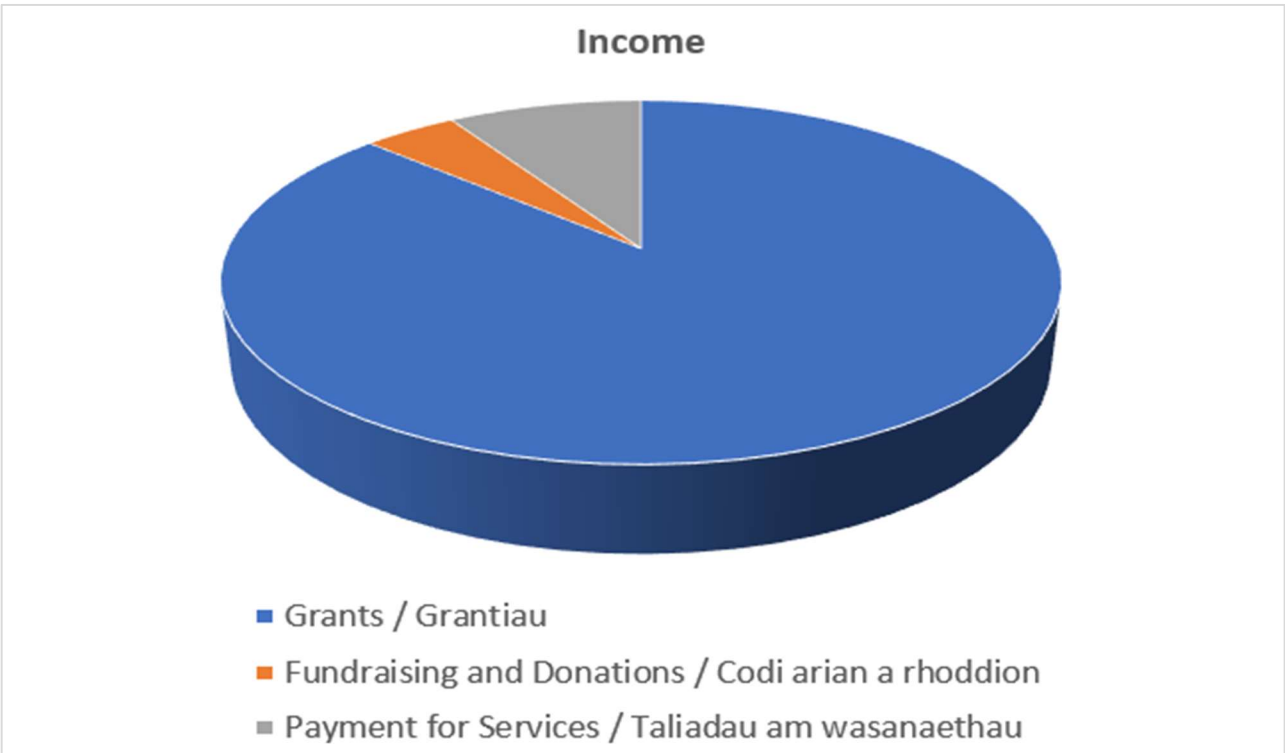
Income

Between 1st April 2022 and 31st March 2023, the organisation generated a total income of **£64,807**. This was an increase of £33,728 over the 2021/22 period.

A breakdown of sources of income is as follows:

Fundraising, Events and Donations	£2,799.51
Grants	56,235.71
Payment for Services	£5,771.78
TOTAL	£64,807.00

The relative proportions of income can be seen in the chart below:



A total of £56,234 in grant funding was received, comprising £23,736 from Welsh Government; £25,000 from the Waterloo foundation; £7,000 from Rosa and £500 from Local Giving Magic Little Grants. Of this funding, £32,272 is carried forward into 2023/24.

Funding from the grants was used for salary costs for our Director of Policy & Research, Engagement Officer, trustee and volunteer training and expenses, translation and IT costs.

Expenditure

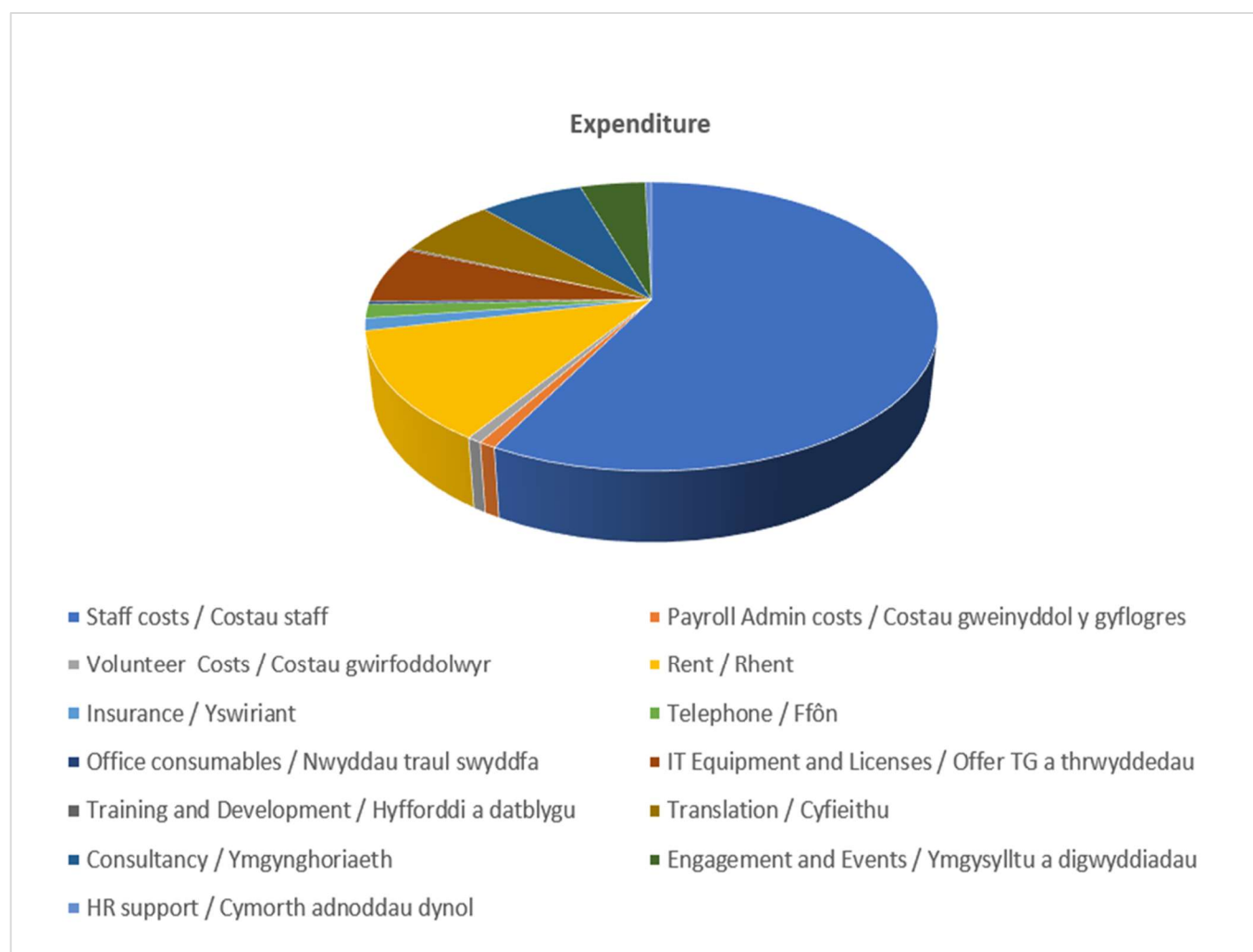
Between 1st April 2022 and 31st March 2023 expended a total of **£35,024.55** in furtherance of its aims and objectives.

A breakdown of expenditure is as follows:

Staff Costs.....	£20,214.41
Volunteer Reimbursement Costs.....	£245.23
Rent.....	£4,320.00
Insurance.....	£476.99

Telephone	£538.18
IT equipment and licenses.....	£2,233.98
Training and Development	£72.00
Translation.....	£2,371.00
Consultancy (board development and bid writing).....	£2,450.00
Engagement ad Evaluation	£1,540.88
Other costs	£561.88
TOTAL	£35,024.55

The relative proportions of expenditure can be seen in the chart below:



The closing balance of funds available to the organisation on the 31st March 2023 was **£55,457.72.**

The breakdown of restricted and unrestricted funds carried forward at 31st March 2023 is as follows:

Restricted	£6,953.52
Unrestricted	£48,504.20
TOTAL	£55,457.72

I can confirm that these accounts have been subjected to an independent examination by Karen Cockings, ACCA-accredited Resources Manager, Faculty of Life Sciences and Education, University of South Wales, on 11th December 2023.



FTWW Board of Trustees 2022-2023

Chair: Dr Sally Rees

Treasurer: Tamira Rolls

Secretary: Jonathan Stevens

Trustee: Willow Holloway

Trustee: Julie Richards

Trustee: Claire Foster

Patient Adviser to the Board: Louise Evans

Organisational details

Fair Treatment for the Women of Wales (FTWW) is the only patient-led charity in Wales dedicated solely to female health equality.

We support, inform, educate, and empower girls, women and those assigned female at birth (AFAB) in Wales who are suffering a range of health conditions and who are not receiving adequate (or fair) treatment. As 'experts by experience', we and our growing team of volunteers, advocate for women's healthcare needs locally, nationally, and at a UK-level.

We are a formally constituted voluntary / not-for-profit organisation, registered with Community and Voluntary Support Conwy, a member of both the Wales Council for Voluntary Action and Disability Wales. In August 2020, we became a registered charity

Join our community



twitter.com/FTWW_WALES



[instagram.com/ftww_wales/](https://www.instagram.com/ftww_wales/)



[facebook.com/FTWW.Wales](https://www.facebook.com/FTWW.Wales)



Subscribe to our newsletter here:

<https://www.ftww.org.uk/contact-us/membership-form/>

Registered address:
Office 5, Plas Eirias Business
Centre, Abergele Road,
Colwyn Bay, Conwy LL29

Charity number: 1191069
Contact: info@ftww.org.uk
Website: ftww.org.uk



CHARITY COMMISSION
FOR ENGLAND AND WALES

Fair Treatment for the Women of Wales

1191069

Receipts and payments accounts

CC16a

For the period
from

4/1/2022

To

3/31/2023

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Grants	27,686	28,550	-	56,236	26,750
Donations	2,800	-	-	2,800	2,355
Recharge income	5,772	-	-	5,772	1,975
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	36,258	28,550	-	64,808	31,080
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	36,258	28,550	-	64,808	31,080
A3 Payments					
Salary costs		20,214	-	20,214	7,482
Payroll admin / HR support		435	-	435	290
Volunteer expenses	167	78	-	245	358
Rent	720	3,600	-	4,320	4,680
Insurance		477	-	477	514
IT	224	2,010	-	2,234	759
Staff training and development	632	1,890	-	2,522	4,245
Telephone	87	451	-	538	413
Translation	327	2,044		2,371	2,412
Engagement and events	541	1,000		1,541	
Website Dvy				-	561
Other	49	78	-	127	850
Sub total	2,747	32,277	-	35,024	22,564
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	2,747	32,277	-	35,024	22,564
Net of receipts/(payments)	33,511	- 3,727	-	29,784	8,516
A5 Transfers between funds	-	-	-	-	
A6 Cash funds last year end	14,995	10,680	-	25,675	17,159
Cash funds this year end	48,506	6,953	-	55,459	25,675

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	Grant	-	6,953	-
	Unrestricted	48,506	-	-
		-	-	-
	Total cash funds	48,506	6,953	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	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			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Tamira Rolls	1/20/2023

2022-23

ANNUAL IMPACT REPORT

FTWW

FAIR TREATMENT FOR
THE WOMEN OF WALES

WWW.FTWW.ORG.UK



The only patient and service
user-led charity in Wales
dedicated to achieving health
equality for women, girls and
people assigned female at
birth.

Registered address:
Office 5, Plas Eirias Business
Centre, Abergele Road,
Colwyn Bay, Conwy LL29

Charity number: 1191069
Contact: info@ftww.org.uk
Website: ftww.org.uk

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Strategic Aims and Objectives

FTWW: Fair Treatment for the Women of Wales is the only patient and service user-led charity in Wales dedicated to achieving health equality for women, girls, and people assigned female at birth.

Our **MISSION** is to eliminate health inequalities in Wales for women, girls, and people assigned as female at birth.

Our **VISION** is a Wales where everybody's right to good health and wellbeing is respected and fulfilled, with everyone able to access the healthcare they need, when they need it, and without barriers.

We achieve this by ensuring that the people we support have access to information so that they can

understand their health conditions better and know what services they need.

Through peer support we empower our members to gain confidence and be better equipped to manage and navigate their health care.

We bring researchers, policy makers, and service providers together with experts by experience to ensure female voices are heard, advocating for positive change in health and public service design and delivery.

Chair's Report

I am pleased to present FTWW's Annual Impact Report for 2022-23.

It has been another productive year, with plans in place to expand the Board of Directors, having identified a range of key skills which would complement and enhance the Board membership and enable the organisation to grow. Ahead of this, we worked with Joy Unlimited to develop a 3-year Strategic Plan and launched our bi-lingual mission statement.

Our volunteers have been pivotal, actively raising awareness of women's health equality. They, together with our two amazing staff members, have contributed to a significant number of regional and national groups, forums, or boards such as the Disability Rights Taskforce, Mental Health Advisory Group and across several Welsh Government Cross Party Groups. Our proactive involvement has ensured that women's health priorities are high on the agenda across policy and practice.

There have been a succession of notable highlights including co-Chairing the Women's Health Wales Coalition with the British Heart Foundation Cymru which brought together a range of organisations, patient groups and advocates to produce a comprehensive report which was presented to Welsh Government. Consequently, FTWW met with the Minister for Health and Social Care, Eluned Morgan, and Welsh Government's Women's Health Policy.

Team to discuss the Minister's commitment to an NHS Wales Women's & Girls' Health Plan. This a major step towards the recognition that women's health is a priority for the Welsh Government.

FTWW has been involved in research programmes and activities which are investigating the impact of different health conditions on women and people assigned female at birth. There continues to be a lack of understanding on the part of public, professionals and employers which the charity actively seeks to address. FTWW effectively participated in a wide range of consultations and inquiries and had a significant amount of media coverage during the year, including in September which saw representation from FTWW on BBC Wales TV's 'Women's Health Takeover'.

As we came to the end of the reporting year, we were pleased to receive several applications to join our Board and to begin making preparation to conduct interviews.

I'd like to take this opportunity to thank our Staff, our Volunteers and Trustees for such a memorable, creative and prolific year showing that a small organisation can achieve big things. Well done, everyone! I hope those reading this report will appreciate how FTWW has had a major impact on raising awareness of the need for women's health equality in Wales.

DR Sally Rees



Engagement

2022-23 saw **FTWW's website** continue to provide access to information that helps people better manage health-related conditions and get the healthcare they need.



5745 people
viewed our website



13,409 pages
visited

Top 3 content pages:

1. Women's Health Wales
2. Endometriosis
3. Report: Making a case for better menopause services in Wales

Our **digital and social engagement** empowers people to access peer support and discover opportunities to advocate for better healthcare.

72

involvement opportunities and other communications shared



ranging from media requests to invitations to attend events, participate in groups or forums, and contribute to research surveys and activities



2010
followers

118,200
impressions



1692
group members

2089
page followers
& 2006 likes



1631
followers

10069
reach



651
people
subscribed
to the FTWW
newsletter

Information, Support, Advocacy

FTWW's staff and volunteers regularly contributed to 49 groups, forums, or boards, ensuring that women's health priorities and experiences in Wales were represented and taken into account in the development of policy, practice, and service development.

Patient Groups: This year, not only did we continue to co-host Betsi Cadwaladr Health Board's Gynae Voices Forum, we also saw our patient members and volunteers participating in its Musculoskeletal Joint Advisory Group. FTWW has also been developing links with Hywel Dda Health Board to set up a Pelvic Wellbeing Patient Group, and working with Cardiff & Vale Health Board's Long-Term Conditions Stakeholder Group.

Importantly, this year also saw the Senedd's Health & Social Care Committee bring together a lived experience Mental Health Advisory Group in which some of FTWW's members took part. All of these have been set up to centre patient voices, enabling participants to share their experiences, and help health boards and Senedd Members co-produce policy and practice with those who use services.

Policy Groups: On the back of last year's Welsh Government-commissioned Locked Out report, which looked at the impact of Covid19 on disabled people in Wales, the Minister for Social Justice created a Disability Rights Taskforce, on which FTWW has been pleased to sit.

Key to the Taskforce's understanding of widespread issues and barriers facing disabled people have been a number of Working Groups, all of which are Chaired by a disabled person. We've been delighted to participate in groups including 'Accessible Services', 'Employment and Income', and 'Health and Wellbeing', the latter of which is Chaired by FTWW trustee, Willow Holloway.

FTWW is also represented on Welsh Government's Period Dignity Roundtable; Gender Equality Forum, and Disability Equality Forum.

In terms of groups calling for policy change outside of Wales, FTWW members continue to attend UK All-Party Parliamentary Groups (APPGs) on topics related to female health whilst, back in Wales, we also participate on a number of Senedd Cross-Party Groups (CPGs).

Perhaps most notably this year, FTWW joined with the British Pregnancy Advisory Service (BPAS) to provide the secretariat for the Women's Health CPG, Chaired by Jenny Rathbone MS.

Clinical Groups: FTWW continues to provide third sector and patient representation on a range of groups across UK and Wales looking at clinical practice for the services our members use. These include the new NHS Wales Executive's National Clinical Implementation Network for Gynaecology and, prior to that, Welsh Government Task & Finish Groups on Menstrual Disorders and Menopause. We also sit on the Royal College of Obstetricians and Gynaecologists' Welsh Executive Committee and National Safety Advisory Group, and the Royal College of GPs' patient & carer forums in Wales and UK.

Stakeholder Groups: These groups aim to bring together both those with lived experience of the issues at hand, and also equality & diversity champions from a range of organisations. Groups include Health Inspectorate Wales's Equality Stakeholder Group, and the Public Services Ombudsman's Equality Sounding Board.

Networking Groups: Connecting with other organisations working in the health and equality space is a vital part of FTWW's mission – and this year saw us taking in our biggest project yet: co-Chairing the Women's Health Wales Coalition alongside the British Heart Foundation Cymru. This third sector alliance has brought together equality organisations, health condition-specific charities, Royal Colleges, patient groups, researchers, and patient advocates – united in the aim of influencing the Welsh Government to co-produce a Women and Girls' Health Plan for Wales. We're delighted to say that this aim has been successful – more on that to follow.

FTWW's staff and volunteers attended 23 conferences, events, and seminars on topics related to women's health and intersectional health inequalities.

By attending these events, we were able to contribute the lived experience of health inequality, women's health priorities, and insights into FTWW's work, including how we can support partner organisations to better understand and accommodate women's health-related needs.

Some of the key events during 2022-23 included:

- **Rosa UK's Annual Conference**, where FTWW presented on how to coproduce effective women's health campaigns, and the work we have done here in Wales as co-Chairs of the third sector Women's Health Wales Coalition.
- **WEN Wales & Oxfam Cymru's Community Launch of their Feminist Scorecard for Wales**. Not only did FTWW co-produce the section on gender health inequalities, one of our endometriosis champions, Beth, facilitated the in-person discussion on the topic at the Cardiff-based event.



Photo: FTWW volunteer Beth talking health inequality at Feminist Scorecard launch

- **The All-Wales Research Symposium on Personalising Support with Decisions about Reproductive Goals**. We were delighted to receive a mention as key stakeholders in the Wales Kidney Research Unit & Bangor University 'Pregnancy Choices with Kidney Disease' programme.
- **The Ethnic Minority Women in Welsh Health Care's Equality Event**, which saw FTWW staff and volunteers attend in person to take part in discussions about intersectional inequality in health care.
- **Disability Wales's Annual Conference and AGM 'The Road to Rights'**. FTWW's Engagement Officer, Dee, delivered a powerful keynote speech on the support she has received from FTWW as a patient and staff member in her quest to abolish 'imposter syndrome', so that disabled women feel confident about being equal partners in high-level decision-making.

- **The Rural Health and Care Wales Conference**, where FTWW volunteer champions were able to contribute to discussions about ensuring equity of access to more specialised healthcare services when they are not available locally.
- **The Digital Health and Care Wales Symposium in Cardiff**. FTWW volunteers have been members of the NHS Wales Digital Services for Public & Patients Group for some time, ensuring that things like the development of a patient app are accessible. Here, we were able to hear the Health Minister's comments about the role of technology in improving patients' access to healthcare.
- **The first All-Wales Menopause Network Conference for Healthcare Professionals**, which saw FTWW's Menopause Champions, Lisa and Lara (right) delivering presentations on the lived experience to a large in-person and online audience. They were joined by our Engagement Officer, who co-Chaired a Clinicians' Question & Answer Session with questions from FTWW's members.
- **A number of events at the Senedd**, supporting Coalition members like the Samaritans, British Heart Foundation, Fertility Network UK, and Endometriosis UK, and answering questions on the Wales patient experience, as well as contributing to the Equal Power, Equal Voice event, co-hosted by WEN Wales, Disability Wales, Stonewall Cymru and EYST.



Photo: FTWW and Endometriosis UK volunteers and staff at the Senedd in March 2023.

FTWW participated in over 50 meetings and workshops on topics relating to disability and women's health and wellbeing.

These have enabled us to raise awareness amongst a wide and diverse range of people and organisations. Some of these meetings now take place regularly so that we can continue to highlight where there are barriers and inequities which need to be addressed if we are to improve women's health outcomes and wellbeing in Wales.

Some particularly significant examples include:

- **Meeting with Betsi Cadwaladr Health Board's Directors of Mental Health** as part of the development of a specialist perinatal mental health Mother-and-Baby unit in Chester for North Wales residents. We were pleased to make clear the need for joined-up care and Welsh language provision, and have since been involved in the scrutiny of artist's impressions and plans for the unit.
- **Meeting with the Minister for Health and Social Care, Eluned Morgan, and Welsh Government's Women's Health Policy Team** to discuss the Minister's commitment to a NHS Wales Women's & Girls' Health Plan. We now meet regularly with the Policy Team to make sure that any developing Plan looks at issues beyond the scope of the NHS but which have significant impact on women's health equality.
- **Discussions with the British Red Cross and the UK Patients' Association** about health inequities and how to address them, particularly in relation to women who are disabled and / or living with long-term health issues.
- **Meeting with representatives of the Welsh Health Specialised Services Committee** to explore how patients and third sector might be more involved in decision-making about the commissioning of specialist health services for people in Wales. We were particularly keen to highlight how postcode lotteries for care are impacting those with endometriosis and autoimmune diseases in Wales.
- **We also now meet regularly with the Senedd Research Team**, to help them better understand and communicate to Senedd Members developments in women's health, and **Llais, the independent citizens' voice body for Wales**. Llais is able to take emerging themes around specific health and care challenges to the Welsh Government and health boards for their response so having ongoing conversations with these two bodies is very important.

FTWW hosted or co-hosted 11 focus groups and one pan-Wales event with the aim of ensuring our members have the opportunity to share their views about particular health-related topics related in a safe and supportive space, discuss new developments in Wales, or simply learn new skills.

Some of our focus groups this year were held with visiting speakers, including the Welsh Government's Period Dignity Leads, or an occupational therapist giving participants tips on 'pacing' activities when living with an energy-limiting condition.

Others have been more 'formal', with participants asked to feed into consultations on the NHS Wales Duties of Quality and Candour. We've also provided our members with the opportunity to come and discuss issues around menstrual health and menopause.

Our pan-Wales online event was this year co-hosted with Endometriosis UK and Chaired by Jenny Rathbone MS. Speakers included endometriosis specialists, Welsh Government, FTWW and EUK with almost 200 viewers in total.



Photo: EndoMarchers gathered on Cardiff steps in March 2023.

Research, Reports, Responses

This year saw FTWW involved in 11 research programmes and activities. This is one of our key objectives as a charity because, without research into the impact of different health conditions on women's lives and wellbeing, we will continue to see a lack of understanding on the part of public and professionals, and a lack of investment in the services we need.

Some of the research projects FTWW has been supporting this year include incontinence challenges for women with chronic health conditions; autism, from menstruation to menopause; looking at the creation of a pain relief shared decision-making tool for patients in gynaecology outpatient settings, and the development of diagnostic tests for PCOS and endometriosis.

We've also been involved in work to digitalise the Endometriosis Cymru Symptom Reporting Tool, and co-producing a training course on 'Severe Period Pain is Not Normal (SPPINN)' for school nurses and other teaching professionals.

We also did some research of our own within our online community, to look at how many women in Wales were being offered pelvic physiotherapy for pelvic pain and associated conditions. The findings from this have been helping us make the case for more services and better access to them.

FTWW was amongst those asked to contribute to UK-wide research on funding for third sector organisations, including how effective the Tampon Tax grant funding had been, and if women's charities and groups were as well-supported financially as they need to be. The results made for sobering reading, with less than 2 per cent of the total value of all grants recorded on 360Giving in 2021 going to women's and girls' organisations: <https://www.tnlcommunityfund.org.uk/media/insights/documents/Women-and-Girls-Sector-Research-Mapping-Report-Final.pdf>

In December 2022, FTWW and the Women's Health Wales Coalition's role in raising awareness of the need for more research in Wales became clear, as we were cited throughout Health & Care Research Wales's *Rapid Evidence Map for Women's Health*, an activity commissioned by the Health Minister, Eluned Morgan MS:

<https://healthandcareresearchwales.org/gender-inequalities-health-social-care>

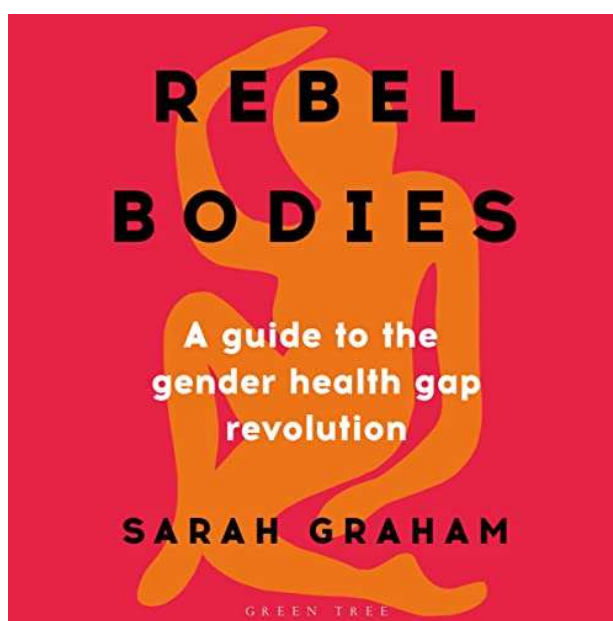
FTWW contributed to 16 publications & led on the creation of one pan-Wales report this year, many of which have been particularly enlightening and ground-breaking, leading to vital discussions about patient needs in Wales.

We were particularly pleased to feed into the Royal College of Obstetricians and Gynaecologists' report '*Left for Too Long*'. The report showed that, since the pandemic, waiting lists for non-cancerous gynaecological conditions were the longest out of all specialties, evidence which helped to ensure that gynaecology is now on the NHS Wales Executive's priority list for planned care recovery.

Much of this evidence was echoed in FTWW's members' stories and comments to the Senedd Health & Social Care Committee, whose report on NHS Wales waiting lists, '*Waiting Well*' was published in May 2022.

FTWW featured as a case study in a number of publications this year, including the Royal College of Physicians' '*Mind the Gap*' report, exploring the wide-ranging causes and solutions to health inequality in Wales. We were also incredibly excited to have several pages dedicated to us in journalist, Sarah Graham's book, '*Rebel Bodies: a Guide to the Gender Health Gap Revolution*', published in January of 2023

(Picture on right: The book cover of 'Rebel Bodies - A guide to the gender health gap revolution' by Sarah Graham)



Perhaps most exciting of all for FTWW, was the publication of the Women's Health Wales Coalition's evidence, 'A Quality Statement for the Health of Women, Girls, and those Assigned Female at Birth' <https://www.ftww.org.uk/2021/wp-content/uploads/2022/05/Womens-Health-Wales-Quality-Statement-English-FINAL.pdf>

Launched on International Day of Action for Women's Health in May, the document extends to 114 pages and has been instrumental in securing the Welsh Government's commitment to a *Women and Girls' Health Plan for Wales*. We are incredibly proud to have brought together a group of over 80 participants who share our aim of improving female health experiences, outcomes, and wider wellbeing in Wales.

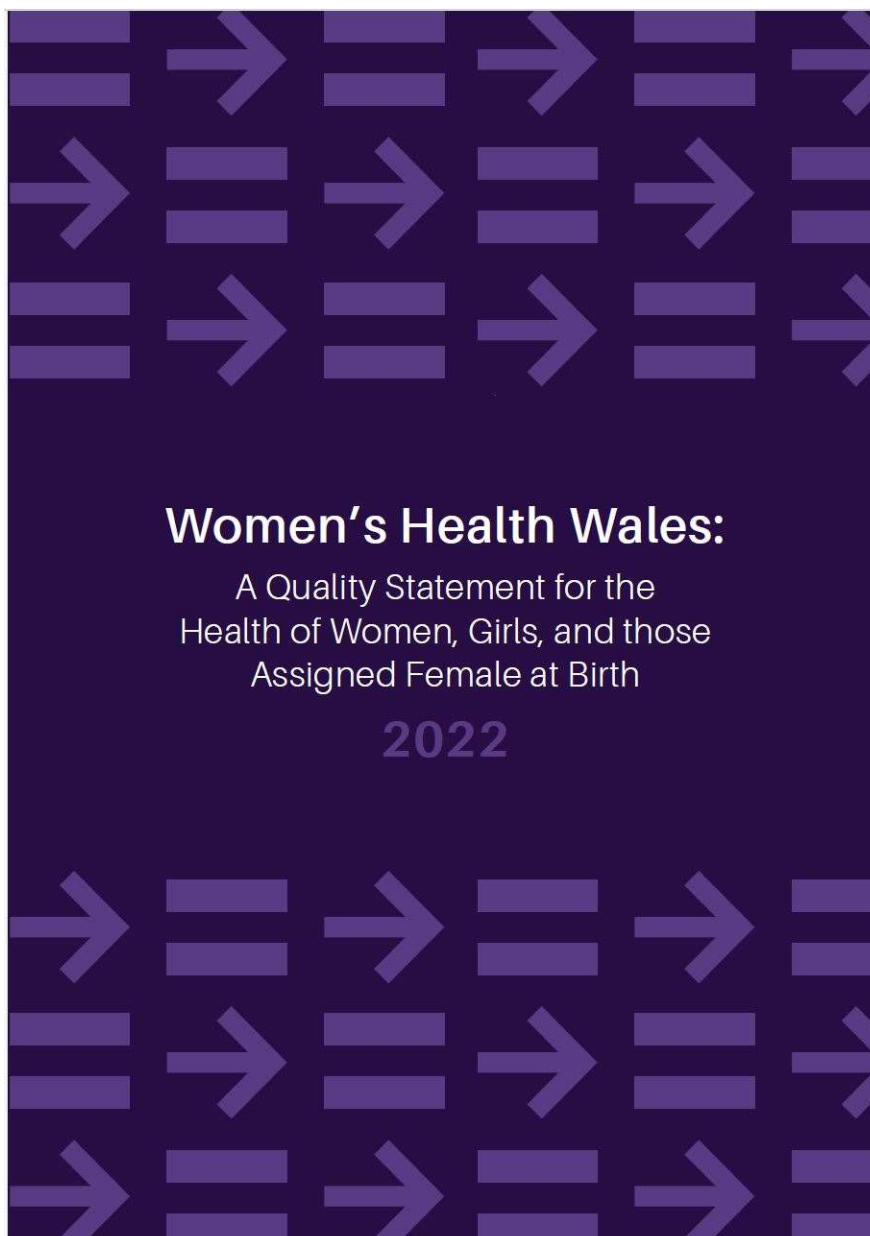
Thanks to ongoing dialogue with our community, this year saw FTWW participating in 24 consultations and inquiries, imparting evidence relating to women's health, wellbeing, challenges, and inequalities.

For some of these, we were also able to include – with members' permission – anonymised case studies and quotes, which can very often bring evidence to life and add real impact. We cannot thank our members enough for sharing their stories in this way.

We've already mentioned some of the consultations to which FTWW contributed this year, but a few others include:

- The Welsh Government's *Plan to Transform and Modernise Care and Reduce Waiting Lists*.
- The Senedd Equality & Social Justice Committee's *Inquiry into women's experiences of the Criminal Justice System*, where we also gave evidence in person to the Committee about women's potential health needs in these spaces, and disabled women's access to justice.
- Health and Care Research Wales's *Strategic Plan for 2022-2025*, where we made clear the need to focus on better supporting the co-production of research with people with lived experience and their advocates.
- The Senedd Health & Social Care Committee's *Inquiry into Gynaecological Cancers*

- The Royal College of GPs' 2023-2025 Strategy, '*Building a Sustainable Future for General Practice*'
- The British Standards Institute's Workplace Standard for '*Menstruation, Menstrual Health, and Menopause*'
- The Welsh Health Specialised Services Committee's consultation on access to fertility treatment in Wales
- Health Education and Improvement Wales's *Training Plan for 2024 and Medium-Term Plans for 2023-2026*, where we emphasised the need to prioritise learning about women's health and shared decision-making, but also clinical skills like the use of diagnostic ultrasound in gynaecology settings.



Picture on left: Front cover of Women's Health Wales Coalition publication entitled '*Women's Health Wales: A Quality Statement for the Health of Women, Girls, and those Assigned Female at Birth, 2022*'

Collaborations, Coalitions

FTWW believes that collaboration can be vital in drawing attention to women's health issues and intersectional inequalities, and working out solutions. Through collaboration, we are able to avoid duplication of effort and, instead, amplify each other's voices and effectively call for change.

This year saw FTWW involved in 13 projects, campaigns, and collaborative partnerships with other third sector organisations.

- Supporting **Asthma and Lung UK** with their campaign to raise awareness of women's increased risk of asthma attacks as a result of female hormone fluctuations
- Taking part in discussions with **Mind Cymru** about the challenges in primary care and whether or not pharmacies always provide an accessible solution
- Working with the **National Federation of Women's Institutes in Wales** to raise awareness of their campaign around improving uptake of cervical screening, and a second campaign to highlight the challenges and needs of autistic females
- Supporting the **Campaign Against Painful Hysteroscopy** to have the findings of their research heard in Wales, not least in clinical settings but also as part of a series of articles published by Patient Safety Learning.
- Joining **WEN Wales's** award-winning Diverse 50/50 Campaign to see equal gender representation in the Senedd. We were pleased to be able to provide insights about the additional challenges facing women who are disabled or living with ongoing health challenges (not least the need to ensure support for managing menstruation and menopause in the workplace)!
- Continuing to co-Chair the third sector **Women's Health Wales Coalition** with the **British Heart Foundation Cymru**, ensuring not only that there will be a Welsh Government commitment to a 10-year Women & Girls' Health Plan for the NHS in Wales but that the group is able to collate evidence for all sorts of inquiries and consultations which impact on the health, wellbeing, and prosperity of women, girls, and people assigned female at birth.

Resources

By ‘resources’, we mean the publication of new information that can be downloaded by our beneficiaries, but also training courses attended or delivered, grants awarded, and fundraisers organised. We also include our amazing volunteers, whom we consider to be one of our most valuable resources as a charity led by and for patients.

Training delivered: This year has seen FTWW facilitating discussions about the Women’s Health Wales Coalition with a number of organisations. We were also particularly pleased to be invited to present to General Practice Cluster Leads in Cardiff on the support offered to patients by FTWW, and how primary care could get involved in work to digitalise the Endometriosis Cymru Symptom Reporting Tool.

In addition, we’ve delivered more formal training to organisations on topics ranging from endometriosis and stress, menopause, and menstrual wellbeing in the workplace.

Training received: FTWW staff, trustees, and volunteers have benefited from various training courses throughout the year; some examples include, ‘Understanding & Using the Social Model of Disability’ with Disability Wales; ‘Measuring Impact’ with Smallwood Thrive; ‘Access & Reimbursement for Patient Groups involved in Research’ with Findacure / Beacon; ‘How to Implement Co-production’ with Coproduction Network Wales; and Safeguarding training.

Resources Published: FTWW was this year pleased to undertake work to develop a 3-year Strategic Plan with Joy Unlimited, and also launched our bi-lingual and downloadable Mission Infographic for 2023-25 here: <https://www.ftww.org.uk/our-mission/>

FTWW members with endometriosis also co-produced a Toolkit to assist the new endometriosis nurses in their role, with various tips and suggestions for how to best support patients with the condition.

Volunteers: This year saw FTWW’s Volunteer numbers grow to 70, with increasing numbers of our pan-Wales community’s members wanting to get involved, have their voices heard, and be supported in doing so.

Funding: We were delighted to support FTWW Menopause Champion, Lisa, to undertake an Ultra Marathon in aid of the charity. Her donations will enable us to update, translate, and print new FTWW 'About Us' and Menopause leaflets for wider distribution – thank you, Lisa.

This year has also seen us continue to be recipients of grants from the Rosa UK Fund for Women and Girls, and the Smallwood & Rosa Thrive Fund, and receive new funding from the Waterloo Foundation and Welsh Government's Equality & Inclusion Programme.



Combined, this year's grant funding has enabled us to double our staff to two, with FTWW's Engagement Officer now joined by our Director of Policy and Research. Together with our trustees and volunteers, they have been able to ensure that FTWW continues to lead the way on women's health equality in Wales, widening the charity's reach, responding to calls for evidence, and influencing research, policy, and practice by empowering the patient voice.

We look forward to reporting on the impact this has had in next year's report.

Media

This year has been a bumper year for media coverage, with FTWW staff / trustees / volunteers / members contributing to, or featuring in, 87 media items on the television, radio, podcasts, print or online news and blogs.

Some of the highlights are included below.

April – May 2022

- Diagnostic delays and challenges accessing care for endometriosis in Wales received significant coverage by ITV Wales, culminating in a prime-time 'Wales This Week' documentary, 'Living in Pain', featuring FTWW's Engagement Officer, Dee, and other volunteers: <https://www.itv.com/walesprogrammes/articles/wales-this-week-living-in-pain>



Photo: A screenshot of FTWW Engagement Officer Dee talking about living with the pain of endometriosis on BBC Wales Today

- Bella Magazine showcased FTWW volunteer, Rachel's story of endometriosis.



Photo: Bella Magazine's feature of FTWW volunteer Rachel's endometriosis story

- BBC Wales saw FTWW staff and volunteers contributing to discussions about systemic problems accessing healthcare, particularly in gynaecology.
- Shortages of HRT also hit the headlines, with FTWW providing commentary.
- Women's health more generally became a hot topic across Wales in May 2022 as FTWW and the Women's Health Wales Coalition called on the Minister for Health & Social Care to commit to a plan which would address the escalating inequalities in women's health being experienced.
- From Senedd Members debating the issues around inequalities in healthcare in Plenary, to Wales Online talking fibroids, and the BBC highlighting the longer time to an autism diagnosis for females compared to males, May's International Day of Action on Women's Health saw the Coalition's evidence take centre stage with women's health making the news across mainstream media in Wales. This included coverage of the need for better support and care for women who experience serious bowel injuries caused by childbirth: [Childbirth: Mum left feeling dirty by incontinence injuries - BBC News](#)

June - August 2022

- The Daily Mail featured FTWW's Lucy and her calls for better pain relief during coil fittings.
- FTWW Menopause Champions, Lisa and Llinos spoke to BBC Wales about the need for menopause specialists and more public awareness.
- Volunteer, Kim, shared her story of having to turn to private healthcare in the face of growing NHS waiting lists.
- FTWW was featured in coverage that highlighted the issues around accessing hormone-based medicines for contraception and symptom relief and the need for more research into Polycystic Ovary Syndrome (PCOS).
- OK magazine covered the lived experiences of women in Wales living with Premenstrual Dysphoric Disorder (PMDD).

September – December 2022

- The Guardian published its exclusive survey results on patients having to go private amidst long NHS waiting lists, with FTWW Volunteer, Dee, their chosen case study.
- A new venture during this period was BBC Wales TV's 'Walescast: Women's Health Takeover' hosted by Jenny Rees, Health Correspondent. Consisting of two half-hour studio discussions, the first featured FTWW's Engagement Officer, Dee Montague whilst the following week saw Professor Jacky Boivin in the studio, discussing the Severe Period Pain is Not Normal (SPPINN) training course which FTWW has helped to develop.

Photo: FTWW staff feature on BBC Wales TV's 'Walescast'

- The challenges of the menopause were covered by WalesOnline.
- Growing NHS Wales gynaecology waiting lists featured in the Daily Mail.
- The need for public services to be delivered sensitively and with compassion was top of the agenda in December 2022. FTWW's Pregnancy Loss lead, Jess, spoke to BBC Wales news regarding calls for official baby loss certificates in Wales, whilst other members highlighted how advice about weight loss as part of fertility treatment was too often being delivered insensitively and with no signposting to practical support.



January – March 2023

- FTWW talked to the BBC World Service as part of its Health Check series.
- Volunteers Kirsty and Lara discussed living with Hypermobility Spectrum Disorder (HSD) as part of Cardiff University's international 'Behind the Health Statistic' podcast series.
- February's media primarily focused on the launch of Welsh Government's Period Proud Wales Action Plan. The lived experiences of FTWW volunteers, Becci and Dee, were captured in short films made to 'normalise the conversation (about periods) and encourage others...to be period proud'. <https://www.gov.wales/period-proud-wales>
- March tends to concentrate on endometriosis awareness and we were delighted to support so many of our volunteers in sharing their endometriosis experiences with WalesOnline and BBC Wales, amongst others. In fact, their stories were powerful enough to inspire Huw Irranca-Davies MS to lead a debate on the subject in the Senedd.
- FTWW members and volunteers also contributed to items on autism and lupus.
- WCVA published a FTWW Blog on [#EmbracingEquity in female health - WCVA](#) for International Women's Day, where we highlighted the inequalities women in Wales face when accessing healthcare whilst remaining optimistic of a more equitable future.



Photos: FTWW volunteers, Becci and Dee, share their stories as part of Welsh Government's 'Period Proud Wales' campaign launch



Recognition

We're delighted to report that this year, FTWW's online community, our volunteers, and our campaigning work on endometriosis were recognised through no fewer than five awards.

- Beth Hales, one of FTWW's long-standing volunteers, was highly commended in the **WalesOnline Equality and Diversity Awards' Gender Equality Champions Category** for her campaigning on endometriosis, including a petition to the Senedd which garnered almost 6000 signatures.
- FTWW won **'Support Group of the Year' at the second annual Welsh Women's Awards** in recognition of the peer support, friendship, solidarity, and involvement opportunities we offer through our pan-Wales online support & discussion group.
- Wales's endometriosis nurses, the creation of which role was amongst recommendations made by FTWW as part of a Welsh Government Task & Finish Group in 2018, won at the **Welsh Pharmacy Awards for 'Developments in Female Health'**.
- Rachel Joseph (*right*) FTWW Endometriosis Champion, won **'Young Volunteer of the Year' at the Wales Council for Voluntary Action's Welsh Charity Awards** for her efforts in raising awareness of women's health inequalities, including contributing to research projects on severe period pain and gynaecological conditions like endometriosis and adenomyosis.
- Lisa Nicholls, FTWW Menopause Champion, was listed as one of **Gwent's most amazing and inspiring women, joining the South Wales Argus Hall of Fame** for her tireless campaigning to improve menopause care for women across Wales.



Well done to all involved for their achievements and their ongoing work.

Treasurer's Report and Annual Accounts 2022-2023

FINANCIAL STATEMENT AND ACCOUNTS

Summary of Financial Position 2022-23

The following is drawn for the accounts of the Organisation and provides an overview of financial activity for the period 1st April 2022 – 31st March 2023.

The Organisation brought forward a balance of £25,675.27 from 2021-22.

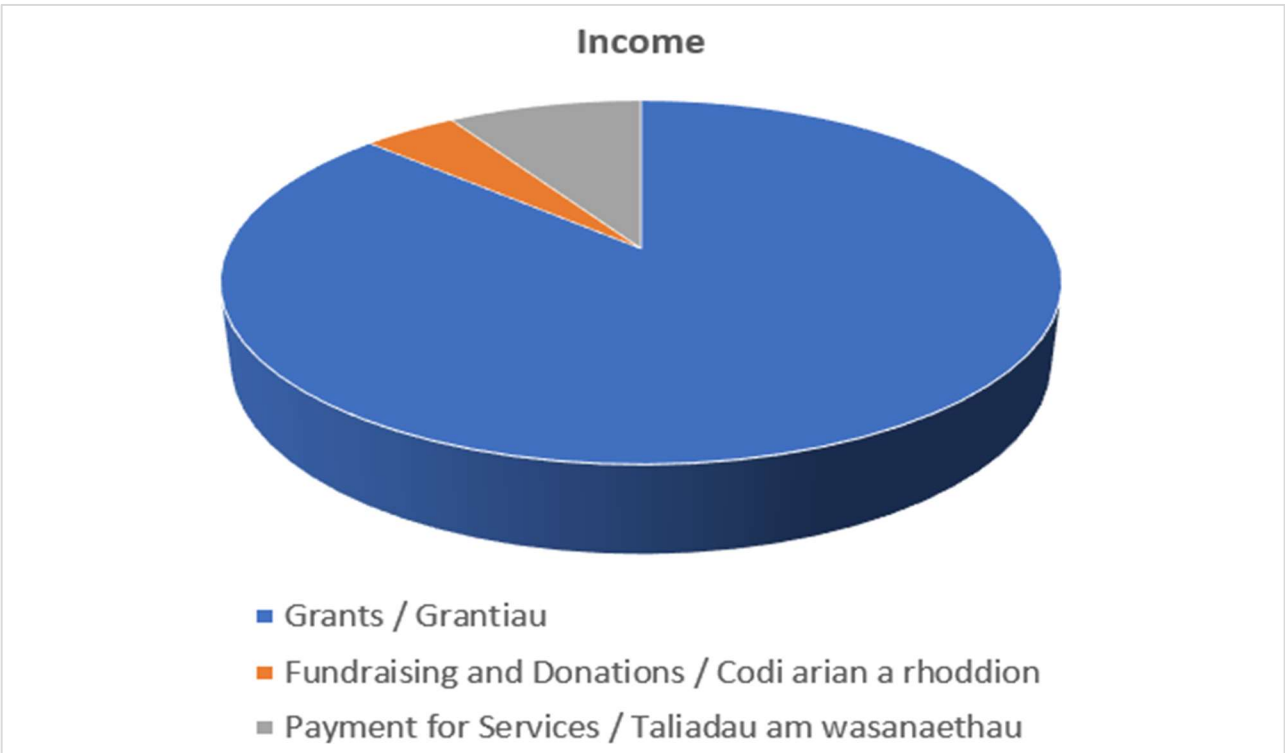
Income

Between 1st April 2022 and 31st March 2023, the organisation generated a total income of **£64,807**. This was an increase of £33,728 over the 2021/22 period.

A breakdown of sources of income is as follows:

Fundraising, Events and Donations	£2,799.51
Grants	56,235.71
Payment for Services	£5,771.78
TOTAL	£64,807.00

The relative proportions of income can be seen in the chart below:



A total of £56,234 in grant funding was received, comprising £23,736 from Welsh Government; £25,000 from the Waterloo foundation; £7,000 from Rosa and £500 from Local Giving Magic Little Grants. Of this funding, £32,272 is carried forward into 2023/24.

Funding from the grants was used for salary costs for our Director of Policy & Research, Engagement Officer, trustee and volunteer training and expenses, translation and IT costs.

Expenditure

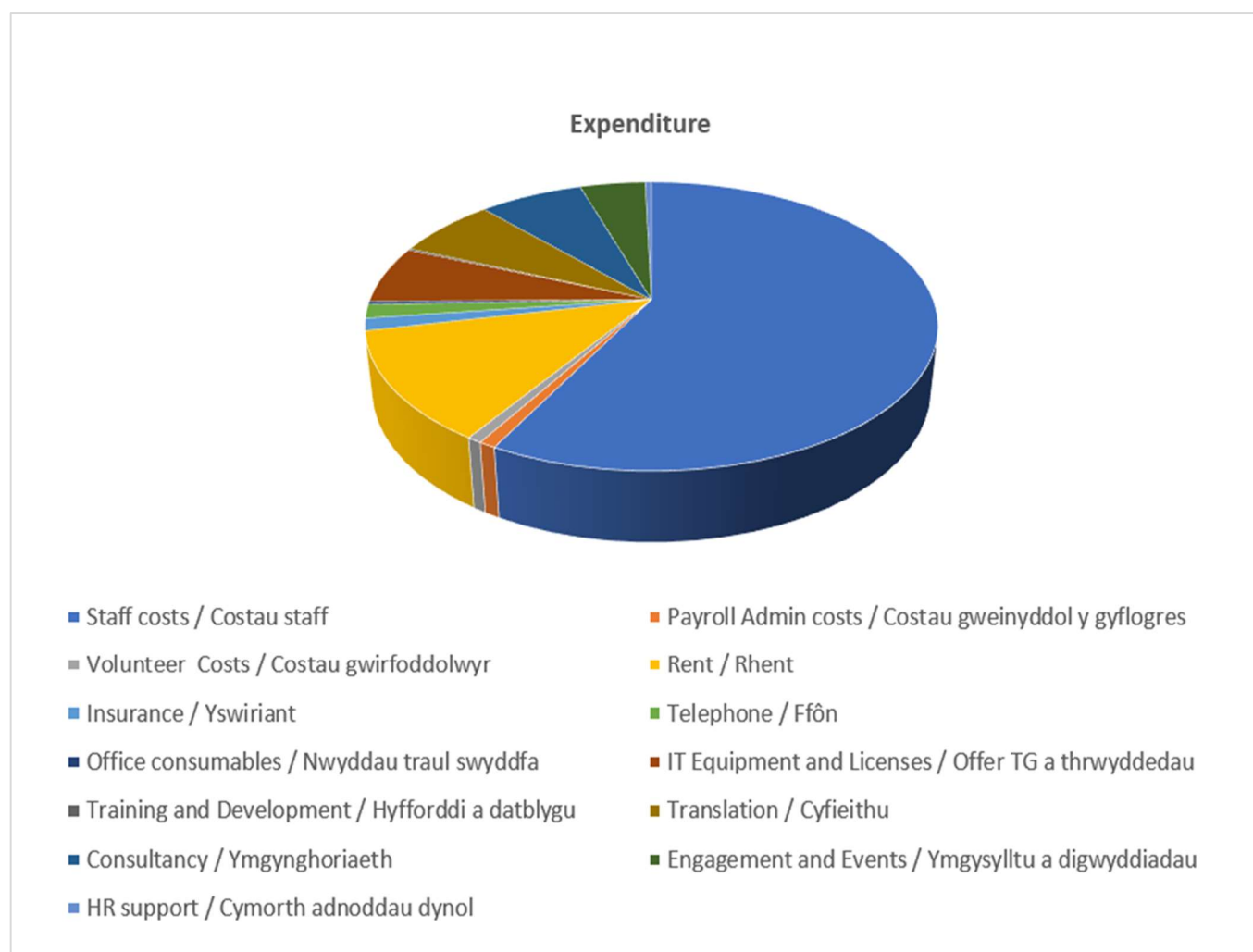
Between 1st April 2022 and 31st March 2023 expended a total of **£35,024.55** in furtherance of its aims and objectives.

A breakdown of expenditure is as follows:

Staff Costs.....	£20,214.41
Volunteer Reimbursement Costs.....	£245.23
Rent.....	£4,320.00
Insurance.....	£476.99

Telephone	£538.18
IT equipment and licenses.....	£2,233.98
Training and Development	£72.00
Translation.....	£2,371.00
Consultancy (board development and bid writing).....	£2,450.00
Engagement and Evaluation	£1,540.88
Other costs	£561.88
TOTAL	£35,024.55

The relative proportions of expenditure can be seen in the chart below:



The closing balance of funds available to the organisation on the 31st March 2023 was **£55,457.72.**

The breakdown of restricted and unrestricted funds carried forward at 31st March 2023 is as follows:

Restricted	£6,953.52
Unrestricted	£48,504.20
TOTAL	£55,457.72

I can confirm that these accounts have been subjected to an independent examination by Karen Cockings, ACCA-accredited Resources Manager, Faculty of Life Sciences and Education, University of South Wales, on 11th December 2023.



FTWW Board of Trustees 2022-2023

Chair: Dr Sally Rees

Treasurer: Tamira Rolls

Secretary: Jonathan Stevens

Trustee: Willow Holloway

Trustee: Julie Richards

Trustee: Claire Foster

Patient Adviser to the Board: Louise Evans

Organisational details

Fair Treatment for the Women of Wales (FTWW) is the only patient-led charity in Wales dedicated solely to female health equality.

We support, inform, educate, and empower girls, women and those assigned female at birth (AFAB) in Wales who are suffering a range of health conditions and who are not receiving adequate (or fair) treatment. As 'experts by experience', we and our growing team of volunteers, advocate for women's healthcare needs locally, nationally, and at a UK-level.

We are a formally constituted voluntary / not-for-profit organisation, registered with Community and Voluntary Support Conwy, a member of both the Wales Council for Voluntary Action and Disability Wales. In August 2020, we became a registered charity

Join our community



twitter.com/FTWW_WALES



[instagram.com/ftww_wales/](https://www.instagram.com/ftww_wales/)



[facebook.com/FTWW.Wales](https://www.facebook.com/FTWW.Wales)



Subscribe to our newsletter here:

<https://www.ftww.org.uk/contact-us/membership-form/>

Registered address:
Office 5, Plas Eirias Business
Centre, Abergele Road,
Colwyn Bay, Conwy LL29

Charity number: 1191069
Contact: info@ftww.org.uk
Website: ftww.org.uk

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1/4/2020 **To** 31/3/2021

Charity name: Fair Treatment for the Women of Wales

Charity registration number: 1191069

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The preservation and protection of good health of women living in Wales for the public benefit by: • Providing information and advice in working to address health inequalities for women living in Wales including by Maintaining an online presence for women living in Wales who are experiencing a range of health issues and Providing advocacy, advice, and support via electronic means, telephony, and in-person. • Raising awareness of women's health and related services with the public, health service providers, professionals, academics and policy makers in Wales. • Conducting research and disseminating the useful results.
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	FTWW has maintained an online presence for women living in Wales who are experiencing a range of health issues and continued to provide advocacy, advice, and support via electronic means and in- person. Online engagement across our platforms increased by up to 19% over this period. We also maintained bi-lingual communication with beneficiaries via a monthly newsletter as well as an online support and

		engagement forum. FTWW has co-ordinated a growing team of volunteers across Wales, who have undertaken activities ranging from: • hosting / participating in 9 pan-Wales online patient support and focus groups • regularly advocating for beneficiaries at 20 different health and care-related forums within Wales and across the UK • raising awareness of female health conditions and the patient experience in healthcare, academic, and policy-making settings, and the media. This included 19 separate workshops, meetings, or conferences, 36 consultation responses, and 33 pieces to media • working with healthcare professionals and decision-makers to ensure patient involvement in health service design. This included Co-Chairing and / or providing service-user perspectives at 14 North Wales Gynae Voices forums and related Task & Finish Groups, where service-users and clinicians come together to develop best practice locally. Topics included Endometriosis, Recurrent Miscarriage, and Emergency Gynaecology provision. FTWW has undertaken research with beneficiaries about the impact of living with health issues in Wales and disseminated the findings to policy-makers and healthcare providers in Wales to ensure patient voices and needs are reflected in the development of clinical practice. This reporting period has seen FTWW publish 4 research papers or reports, as follows: • April 2020, interim report, 'Covid-19 and the Impact on Women's Health in Wales' • April 2020, FTWW provided the evidence and narrative on, 'Tackling Gender Health Inequalities' for WEN Wales and Oxfam Cymru's Feminist Scorecard 2020, a snapshot of Welsh Government's performance in six key areas in the time period April 2019 to January 2020
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		• June 2020, full report, 'The Impact of Covid-19 in Wales: A Women's Health Perspective'. Both of our Covid-19 reports were used as evidence in a number of UK and Wales inquiries into citizens' health-related experiences during the pandemic • November 2020, a series of focus groups for members fed into our Manifesto for 2021, 'Make Women's Health a Priority in Wales', which we also put to prospective Senedd members in the run-up to the Senedd Elections, held in May 2021.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees are aware of the responsibilities with regard to public benefit which is a key feature of our organisation, and the importance of ensuring that we represent patient / citizen experiences

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	FTWW is a patient-led charity, providing peer-support and a sense of empowerment that comes from being part of a community of people who share lived experiences of long-term and recurrent health conditions in Wales. As 'experts by experience', we support our growing team of volunteers to advocate for women's healthcare needs locally, nationally, and at a UK-level. This reporting period has seen them contribute to and / or lead on around 137 activities which ensure patient voices are heard and make a positive difference to health and care provision in Wales.
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	This reporting period saw FTWW focus on two main campaigns, both of which were based on ongoing dialogue with our beneficiaries, and which have both been successful. The first, 'Make Menstrual Wellbeing Education Mandatory in Wales' saw FTWW calling for mandatory Menstrual Wellbeing Education on the new secondary school curriculum for Wales. The aim of this campaign was to see Wales's schools delivering educational content which would combat taboos and better support those experiencing menstrual health problems. Given that Wales's population is 52% female, and that around one quarter of those will experience a 'menstrual health irregularity' (or condition), this remains a priority to our beneficiaries and future generations. The campaign has been successful, with Menstrual Wellbeing Education becoming a core part of compulsory Relationships and Sexuality Education (RSE). Menstrual wellbeing education now features throughout the 'What Matters Statements' which guide schools and local authorities in designing their curricula. Our second campaign, 'Make Women's Health a Priority for Wales' was launched in the run-up to the Senedd Elections, taking place in May 2021. In October and November 2020, FTWW ran a series of focus groups with members to establish their priorities and needs and to have their input into a Manifesto calling for women's health to be made a priority for candidates and future elected representatives. As a result of this campaign, the newly convened Senedd Health and Social Care Committee has now made women's health a priority for its 5-year term. The Committee has been engaging with our members through

		a series of focus groups to hear their experiences and identify next steps. Improvements made to health services in Wales as a consequence of this work will result in better patient outcomes for thousands of people throughout Wales.
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Additional information (optional)

You may choose to include further statements where relevant about:

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

Review of the charity's financial position at the end of the period	Para 1.21	The charity has a closing balance of £17,159
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	There are no formal reserves held, however, the balance is monitored to ensure that it does not go below the level of the restricted funding, as well as 3 months of rent (£1000)
Amount of reserves held	Para 1.22	£1000
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

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:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO 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	Appointed by the Chair, following application and interview process conducted by Chair and Volunteer Director.

Additional information (optional)

You may choose to include further statements where relevant about:

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	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Fair Treatment for the Women of Wales (FTWW)
Other name the charity uses	FTWW
Registered charity number	1191069

Charity's principal address	Office 5, Place Eiras Business Centre Abergele Road Colwyn Bay Conwy LL29 8BF

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	Sally Rees	Chair	19/8/20-31/3/21	Sally Anne Rees
2	Tamira Rolls	Treasurer	19/8/20-31/3/21	Tamira Rolls
3	Rachel Rowlands		19/8/20-31/3/21	Rachel Rowlands
4	Jonathan Nathaniel Stevens	Secretary	19/8/20-31/3/21	Jonathan Nathaniel Stevens
5	Julie Ann Richards		19/8/20-31/3/21	Julie Ann Richards
6	Caroline Elizabeth Holloway		19/8/20-31/3/21	Caroline Elizabeth Holloway
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

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	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

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)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

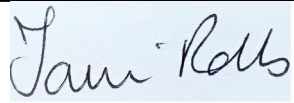
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Declarations

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

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Sally Ann Rees	Tamira Louise Rolls
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Position (eg
Secretary, Chair, etc)

Chair	Treasurer
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Date

18/1/22



CHARITY COMMISSION
FOR ENGLAND AND WALES

Fair Treatment for the Women of Wales

No (if any)

Receipts and payments accounts

For the period
from

4/1/2020

To

3/31/2021

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 £
A1 Receipts				
Grant	2,330	7,670	-	10,000
Donations	1,067	-	-	1,067
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
Sub total (Gross income for AR)	3,397	7,670	-	11,067
A2 Asset and investment sales, (see table).				
	-	-	-	-
	-	-	-	-
Sub total	-	-	-	-
Total receipts	3,397	7,670	-	11,067
A3 Payments				
Salary cost		4,689	-	4,689
Payroll admin charge	46	218	-	264
Volunteer Expenses		559		559
Rent		4,324		4,324
Insurance	-	477		477
IT equipment		550		550
IT licence	130	639	-	769
Staff training		1,380		1,380
Telephone	243	122		365
Translation	1,138	378	-	1,516
Website Development		320	-	320
Other	142	50	-	192
			-	-
			-	-
Sub total	1,699	13,706	-	15,405
A4 Asset and investment purchases, (see table)				
	-	-	-	-
	-	-	-	-
Sub total	-	-	-	-
Total payments	1,699	13,706	-	15,405
Net of receipts/(payments)	1,698	- 6,036	-	- 4,338
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	10,732	10,765	-	21,497
Cash funds this year end	12,430	4,729	-	17,159

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	Unrestricted funds	12,430	-
	Grant funds		4,729
		-	-
	Total cash funds	12,430	4,729
	(agree balances with receipts and payments account(s))	OK	OK

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

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

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

	Details	Fund to which liability relates	Amount due (optional)
B5 Liabilities			-
			-
			-
			-
			-

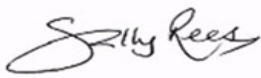
Signed by one or two trustees on behalf of all the trustees

Signature

Tamira Rolls

Print Name

Tamira Rolls



Sally Rees

CC16a



Last year
to the nearest £

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-
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**Endowment
funds**
to nearest £

-
-
-
-

OK

**Endowment
funds**
to nearest £

-
-
-
-
-
-

**Current value
(optional)**

-
-
-
-
-

**Current value
(optional)**

-
-
-
-
-
-
-
-
-

**When due
(optional)**

Date of
approval

1/2/2022

1/5/2022