

Charity registration number 1195284

TECH SHE CAN
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

TECH SHE CAN

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A F Stevens P Hammond B Higgin P Guha MBE K Thompson
Charity name	Tech She Can
Charity number	1195284
Principal address	The Coach House Golden Square Henfield West Sussex BN5 9DP
Auditor	Sumer Audit Amelia House Crescent Road Worthing West Sussex BN11 1RL
Co-Chief Executive Officers Chief Operating Officer	Sheridan Ash MBE and Dr Claire Thorne Robyn Howard
Bankers	National Westminster Bank London Bridge Branch 10 Southwark Street London Bridge SE1 1TJ
Management accountants	Carpenter Box Amelia House Crescent Road Worthing BN11 1RL

TECH SHE CAN

CONTENTS

	Page
Trustees' report	1 - 6
Statement of trustees' responsibilities	7
Independent auditor's report	8 - 10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 26

TECH SHE CAN

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

The trustees present their annual report and financial statements for the year ended 30 September 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's CIO Association Constitution, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives

Tech She Can exists for the public benefit to pursue such charitable objectives, including but not limited to, advancing the education of the public in general (and particularly girls and women) in the field of technology, by:

- Advancing the education of young people as to how technology is used in different industries and the breadth and depth of technology careers through the provision of resources and services to educational institutions;
- Working with key stakeholders, educational institutions and policy-makers to promote equality and diversity within technology and technology careers and share best practice initiatives that help to attract, retain, develop and advance women in the workplace;
- Promoting change in the workplace through formal work experience programmes, internships and women-friendly apprenticeships to increase the number of women working in technology roles in the UK; and
- Conducting and commissioning research and analysis on gender issues related to technology and publishing these results for the public benefit.

Activities

We bridge the gap between industry, education and government, representing many voices. We are supported and funded by a growing network of strategic partners from industry and Foundations/Trusts. Our network of schools and our engagement with local, regional and national government is also growing.

Our Tech She Can initiatives are informed and supported by these partners and voices to ensure we provide educational and inspiring interventions and pathways that ultimately support our mission: to change the ratio of women in technology.

For 2024/25 we have transitioned from a 'Strategic Partners' model to gaining more funding from delivery partners who have provided dedicated sponsorship for specific activities such as the delivery of LIVE lessons, animated lessons, Career Insight Days, bespoke one-off summits, champion sessions, teacher Continuing Professional Development (CPD) and targeted regional in-school delivery by our teachers.

Our activities for 2024/25 have covered:

'Tech We Can' tech careers educational resources - free for all schools:

- We have continued to create bespoke designed **virtual LIVE Lessons and Assemblies** and deliver them via Microsoft Teams webinars throughout the academic year. These lessons and assemblies continued to be streamed online on-demand to watch on playback. They are suitable for ages 5-14 years (i.e. up to the critical pre-GCSE decision stage) and sponsored by industry partners (e.g. this year Accenture, Lloyds Banking Group, Quickline, Eduthing, RAFCT, and Deutsche Bank). These LIVE lessons take complex, real-world tech products and applications and turn them into inclusive, engaging themes that inspire children. They:
 - Are designed by teachers for teachers.
 - Start with children's passions and curiosity, connecting what they see in the world to the people and roles behind the technology.
 - Place creativity and active learning at its heart, helping students explore how technology tackles global challenges.
 - Are delivered as assemblies (broadcast-only, with follow-up resources) or interactive lessons (including breakout sessions and real-time participation).
 - Feature real-life relatable industry role models, are cross-curricular, future-focused, and mapped to curriculum objectives and Gatsby benchmarks.

TECH SHE CAN

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

- We have continued to create our **Animated lessons, 'Katie and Tex explore...'** for ages five years onwards to encourage 'tech curiosity' amongst our youngest audiences. This year we have created five new animations (we now have a total suite of 17 animations). This year's animated lessons were focused on:

- 'Responsible AI' - sponsored by Accenture
- 'AI for recycling ocean plastic' - sponsored by Accenture
- 'GPS' - sponsored by The RAF Charitable Trust (RAFCT)
- 'Biometrics' - sponsored by RAFCT
- 'WiFi' - sponsored by Quickline

Inclusive workplace experiences - free for all schools:

- We have continued to work with our partners to host five more in-person **Careers Insight Days** in our partners' workplaces. This year we have designed, delivered and hosted Careers Insight Days with HSBC, Kraken, Morgan Stanley and Paragon Bank in locations across the UK. These experiences open the doors of our industry partners' offices offering secondary-age children, from schools in disadvantaged areas, an immersive, behind the scenes experience and practical career guidance. We run these for different age groups, for example 13-14 year old girls right before the point of GCSE subject selections. We focus specifically on girls who meet some of the following criteria, ensuring we reach those who most need this kind of experience:
 - Meet pupil premium criteria
 - Identify as female or transgender
 - Ethnic minority background
 - Parents did not attend university or higher education
 - No current tech role models, for example, Parents don't currently work in the tech sector
 - Are not currently considering a future career in technology
- This year we hosted our first **Careers Discovery Day**, with Barclays, responding to an industry need to grow and diversify the talent pipeline accessing apprenticeships. These workplace experiences are aimed at an older age group (ages 16-18) than our Careers Insight Days and are created to guide attendees into specific apprenticeship or career pathways at the hosting organisation.

In school experiences - free for all schools:

- This year, we've continued with the second year of two multi-year programmes in partnership with industry - deploying **regional Tech She Can teachers** in Coventry (with Coventry Building Society) and Yorkshire (with Quickline) for in-person lessons in classrooms, regularly reaching the same cohorts of children over many years in order to change perceptions of who can/does work in technology roles, what these opportunities are and to build curiosity into how technology can solve problems - and sustain that change.
- We've continued to deliver **tech-enriched workshops** in which our Tech She Can teachers deliver an hour-long workshop into classrooms, sponsored by industry partners. The workshops are delivered in schools in UK regions considered most in need. Using iPads, robots, and brought to life with real-world tech applications, students experience technology in action to help them begin to see themselves in future tech careers.

Large scale experiences and events - free for all participating schools:

- We hosted the UK's first inclusive AI Summit for schools: our inaugural 'Girls in AI summit', in partnership with Accenture, for International Women's Day 2025. 224 12-year old girls from North West Manchester were invited to attend and Summit featured partners: Barclays, Chanel, Adobe, DSIT, Jaguar Land Rover, Kraken, Microsoft, NatWest, Nvidia and Open AI.

Teacher experiences - free for all schools:

- This year, we've partnered with Infosys to deliver virtual Teacher Continuing Professional Development (CPD) experiences and resources covering both primary and secondary school training to upskill the teachers as the biggest influencers of our target audience.

Industry champions:

- Our national volunteering scheme allows employees from our industry partners to sign up and become a Tech We Can Champion - securing a DBS and receiving training in our educational resources so that they can deliver the material into UK classrooms virtually / in-person. We have continued with this offering and created multiple cohorts of Champions with partners including NatWest, UST, AXA, LMAX, East Midlands IOT and Develop.

National Inspiration Campaigns:

- We partnered with IBM and Sane Seven to launch a national perception change campaign over social media in February and March 2025. We codeveloped the concept and creatives for a campaign which profiled six young girls working with volunteers at IBM to modify a robot that enabled Kat Panagaki - a paralysed photographer - to return to her work behind the lens. The campaign showed inclusivity in designing technology and aimed to change perceptions about who can and should work in technology.

TECH SHE CAN

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

Achievements and performance

The Trustees consider 2024/25 to be a successful year in which the charity has continued to increase its impact by delivering on its objectives with initiatives focussed on a broad UK reach as well as by providing deeper engagement with those that need us most in areas of low social mobility and high deprivation. Despite challenging market conditions affecting ambitious funding targets set at the beginning of the year, the charity has seen another year of growth in income, headcount, number of industry partners, reach and impact. Tech She Can has successfully responded to the needs of our industry partners by extending our offer to young women embarking on work and/or further education, directly connecting them to real opportunities such as apprenticeships.

The reach and impact of our resources and experiences have continued to grow:

We track:

- The '*direct*' reach of our educational resources. Our content is delivered live either virtually via Microsoft Teams or in-person in UK classrooms and our **cumulative direct reach** is now **235,846 students** from 23 July 2021 (the date we achieved charitable status) to 30 September 2025. Our direct reach in 2024/2025 is 105,846 students (an increase compared to 75,000 in 2023/24).
- The '*on-demand*' reach (the playback of a LIVE lesson or Assembly). Our on-demand lessons and resources have reached audiences **over 980,000 times** from 23 July 2021 (the date we achieved charitable status) to 30 September 2025. Our on-demand reach and on-demand lessons have reached audiences 442,224 times in 2024/2025 (an increase compared to 362,776 in 2023/24).
- Largest reach in a single day: our Cyber Security LIVE lesson on Safer Internet Day in collaboration with RAFCT (delivered in February 2025) *directly* reached **+60,000 students** surpassing our highest ever reach in a single day compared to +40,000 in February 2024, and a further **+20,000 (on-demand)** post launch over the rest of the year.
- Our national volunteering scheme now has +130 active (compared to 90 last year) Champions delivering in classrooms one/more times, from c90 different organisations across the UK, and we have expanded, launching Champions offers internationally in India and the US.

We continue to prioritise reaching those that need us most. **Almost 60%** of our students are from **low socioeconomic backgrounds**. Our priority schools are guided by the Social Mobility Commission's State of the Nation report and the Sutton Trust's Opportunity Index.

This year our highlights in impact have been:

- After attending the Girls in AI summit, 99% of students were able to describe what AI is/does (compared to only 10% before) and over 90% said that young people's thoughts should be considered when creating and developing AI (an increase from 78% before). Anecdotally, we saw an increase in the number of girls wanting to take Computer Science GCSE after the event. This progressed new/deeper partnerships with industry (including with Accenture, Barclays) and government.
- After attending a Careers Insight Day, on average **90%** of students say the day has positively **changed their views** on what a job in tech actually involves.
- After attending a Careers Discovery Day with Barclays, **75%** of students say they wanted to apply for a Barclays' apprenticeship programme compared to 45% before any intervention.
- Our regional based teachers saw an increase in students saying they would consider a career in technology after taking part in a year's worth of our Tech We Can lessons and materials: **70% of students** in our programme in Yorkshire (compared to a baseline of 22% before any intervention), and **60% of students** in our programme in Coventry (compared to 24% before any intervention).

We've also seen significant uplift in our social media following and attendance at high profile events:

- This year we have been named official charity partner at
 - **London Tech Week**, June 2025 and our Co-CEOs featured on the Founders and New Horizons stage
 - **BETT** - we delivered a LIVE assembly in front of students and their teachers alongside Minecraft
 - **BRILLIANT** - we had a stand at this large-scale education event in Liverpool and raised awareness of Tech She Can
- For our national public perceptions campaign in partnership with IBM and Sane Seven we received over 500k views of our video content in the first month.
- This year, our social media following has grown by 23% across our combined social channels, reaching a total of 16,283 across all channels.

TECH SHE CAN

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

Resources

The activities are largely performed by the Tech She Can core team, supported by consultants, a Steering Group and the Board of Trustees. For 2024/25, the core team comprised 15 staff (nine FTE), seven of which are qualified teachers; the team is 94% women, 14% ethnic minority groups. During 2024/25 the team has been supported by three consultants providing expert advice and design for educational resources and project delivery for workshops and Career Insight Days. The core team is also supported by the Steering Group with representatives from across 30 member organisations and Women in Tech networks.

We have one Safeguarding lead and all members of our team have enhanced DBS checks.

Fundraising

The charity's income is primarily derived from corporate partnerships and donations, charitable foundations and trusts, and a small number of voluntary individual donations.

During the year, the charity participated in the public fundraising campaign The Big Give, which enabled members of the public to make donations. This activity was conducted in line with Charity Commission guidance on ethical fundraising, and no external professional fundraisers or commercial participators were used.

Other fundraising, such as sponsored runs or challenges, is undertaken independently and voluntarily by supporters. The charity is not responsible for managing these activities.

All fundraising is carried out internally by the charity's staff. No fundraising complaints were received during the year. The Trustees are satisfied that the charity complies with relevant fundraising standards and takes appropriate steps to protect the public and vulnerable people from undue pressure or intrusive approaches.

Financial review

As referenced in the 'Achievements and performance' section above, the wider Diversity Equality & Inclusion (DE&I) landscape continues to evolve, creating a more complex operating environment for organisations working in inclusion and representation. While this created challenges to manage our expenditure more sustainably, the charity remained financially resilient and achieved all of its planned financial growth outcomes for 2024/25 whilst remaining within its reserves policy throughout the year. This was achieved by growing our income from increasing programme delivery via partnerships with corporates, foundations and trusts and through rigorous financial planning and efficiency savings.

Going forward, economic factors, government policy, the competitive landscape and global reframing and reduction of DE&I policies may impact the charity. The trustees are updated in quarterly reviews on the performance of the charity and the impact of market conditions on financial performance and reserves, so that key management and the trustees can work together and the charity can respond accordingly.

Our principal funding sources during 2024/25 were:

- sponsorship from corporate partners for specific programme delivery
- restricted grants from charitable trusts and foundations, predominantly for specific programme delivery
- corporate donations

In the period up to 30 September 2025, the total income recognised by the charity was £1,123,407, compared to £856,391 in FY23/24.

In the period up to 30 September 2025, total expenditure was £1,064,075, compared to £801,083 in FY23/24.

The total amount of the charity's reserves at 30 September 2025 has increased to £347,239, from £287,907 at 30 September 2024, which amounts to 4 months committed operating expenditure.

- It is the policy of the charity that unrestricted funds should be maintained at a level equivalent to three months committed operating expenditure. The Trustees consider that reserves at this level are appropriate for the activities and plans for the charity. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, the charity's current activities will be able to continue while consideration is given to ways in which additional funds may be raised.

TECH SHE CAN

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

The charity has more than their targeted reserves at 30 September 2025.

Deferred revenue at the end of FY24/25 has increased to £324,125 (from £179,490 at the end of FY23/24), and the charity is entering FY25/26 in a stronger position than any previous year due to secured income for the next year 25/26 of activity. This reflects our strong financial planning, commitment to building the reserves, and securing future income with a longer lead times.

Tech She Can has a strong cash position at 30 September 2025 with £510,987 cash in the bank (compared to £348,116 at the end of FY23/24).

The trustees are responsible for identifying and managing the key risks faced by the charity. The charity maintains a risk register, regularly reviewed by the board, to ensure risks are appropriately mitigated and do not threaten the delivery of our objectives. The main risks relate to the below:

- **Fundraising and Market Landscape:** The charity recognises that industry partners have more constrained budgets available for DE&I initiatives, and we recognise the implications this may have on available funds for us as a charity. Mitigation: adapt programmes to meet evolving needs, monitor cash flow, and maintain reserves.
- **IT and Business Continuity:** Cyber-attacks or platform downtime could disrupt access to sensitive data or online content. Mitigation: IT and cyber support in place, and staff are trained to recognise threats and respond promptly.
- **Workforce Capacity:** As the charity's projects expand and workload increases, the team must carefully manage capacity and resources. Mitigation: pursuing multi-year partnerships to enable forward financial and resource planning; fostering team collaboration while supporting work-life balance and prioritising tasks effectively.

At the date of approving the report and accounts, the trustees have no uncertainties about the charity's ability to continue as a going concern.

Plans for future periods

For FY25/26 Tech She Can aims to further scale its reach and impact, maintaining a particular focus on girls and other groups underrepresented in the technology workforce, and working in areas of disadvantage and low social mobility by:

Continuing to:

- Grow *direct* reach for schools' activities for pre-GCSE age students (5-16 yrs)
- Grow *on-demand* reach in the UK and beyond with investments in our website and on-demand resources.
- Adapt to our partner's needs and respond to the market.

Scaling newer offerings such as:

- Workplace experiences and pathways into apprenticeships - extending Careers Discovery Days to older age groups (16-18 years olds) and creating pipeline and pathways into work.
- Work experience - to be launched in 2025/26.

Growing income by:

- Securing additional high income strategic partners - we've focused on this throughout FY24/25.
- Increasing income from Foundations & Trusts.
- Piloting individual giving circles.

Structure, governance and management

The charity is a charitable incorporated organisation, governed by a CIO Constitution.

The charity is legally registered as Tech She Can. In addition, the charity uses 'Tech We Can' for our schools' programme for boys and girls. Both names represent the same charitable entity, with all funds, assets, and liabilities managed centrally and under the oversight of the Board of Trustees.

TECH SHE CAN

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

The trustees who served during the year and up to the date of signature of the financial statements were:

A F Stevens	
P Prabhakara	(Resigned 12 December 2024)
R Stephens	(Resigned 18 September 2025)
P Hammond	
B Higgin	
R J Harris	(Resigned 23 October 2024)
P Guha MBE	
K Thompson	

The charity is managed by a Board of Trustees, which convened at least once each quarter throughout the year to ensure the charity met its objectives. At year-end, 60% of the Trustees were women, and 40% were from ethnic minority groups. The Trustees are supported by a Steering Group composed of representatives from across 30 member organisations.

The Board of Trustees has overall responsibility for the governance, strategic direction and oversight of the charity. The Trustees approve the strategy, annual budgets, reserves, risk management, safeguarding and senior leadership appointments.

The trustees delegate the day-to-day management of the charity to the joint Co- Chief Executive Officers and Chief Operating Officer, who are responsible for implementing the charity's strategy, managing staff, and overseeing the delivery of the charity's programmes.

The trustees did not receive any remuneration or other personal benefit from the charity during the year and none had any beneficial interest in the charity. No trustee claimed or was reimbursed for any expenses in the year. During the year, the charity received a grant of £50,000 from the PA Foundation. The charity's Co-CEO (Sheridan Ash) is a trustee of the Foundation. The Co-CEO took no part in any discussions or decisions relating to the award of this grant or the delivery of the project. The PA Foundation has previously issued grants to Tech She Can prior to Sheridan Ash's appointment as Trustee.

The Trustees Audit and Risk Committee met throughout the year as required. Key management personnel salary is benchmarked against relevant industry standards and was reviewed via the Audit and Risk Committee in the period.

The Remuneration Committee has reformed and agreed terms of reference and will broaden its remit to include Remuneration, People and Equity, Diversity and Inclusion (ED&I), responding to the needs of a growing team and aligning with our mission. It will meet at least twice a year.

Trustee appointments follow the procedures set out in the charity's constitution, which is based on the Charity Commission's standard Association CIO model. There have been no newly appointed Trustees in the period.

The charity trustees will make available to each new charity trustee, on or before their first appointment:

- a copy of this constitution and any amendments made to it; and
- a copy of the CIO's latest trustees' annual report and statement of accounts;
- a copy of recent Trustee meeting minutes.

The Trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when reviewing the charity's aims and objectives and in planning current and future activities. In particular, the trustees have considered how the planned activities will contribute to the aims and objectives of the charity for the public benefit.

The trustees' report was approved by the Board of Trustees.

Auriol Stevens

A F Stevens

Chair of Trustees

Date:

02 March 2026

TECH SHE CAN

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2025

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

TECH SHE CAN

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF TECH SHE CAN

Opinion

We have audited the financial statements of Tech She Can (the 'charity') for the year ended 30 September 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

TECH SHE CAN

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF TECH SHE CAN

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Obtaining an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements and operations;
- Obtaining an understanding of the charity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud; and
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud through our knowledge and understanding of the company and our sector-specific experience.

As a result of these procedures, we considered the opportunities and incentives that may exist within the trust for fraud. We are also required to perform specific procedures to respond to the risk of management override. As a result of performing the above, we identified the following areas as those most likely to have an impact on the financial statements: health & safety, employment law and compliance with the Charities SORP (FRS 102) and the Charities Act 2011.

In addition to the above, our procedures to respond to risks identified included the following:

- Making enquiries of management and those charged with governance about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of the board and senior management;
- Challenging assumptions and judgements made by management in their significant accounting estimates in particular in relation to deferred income; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

TECH SHE CAN

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF TECH SHE CAN

Other matters

The financial statements of Tech She Can for the year ended 30 September 2024 were unaudited.

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sumer Audit
Chartered Accountants
Statutory Auditor
Worthing

Robin Evans 11 March 2026
.....

Sumer Audit is the trading name of Sumer Auditco Limited

Sumer Audit is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

TECH SHE CAN

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
<u>Income from:</u>									
Donations and legacies	3	235,343	-	-	235,343	209,645	-	-	209,645
Charitable activities	4	608,899	-	275,075	883,974	430,021	-	216,725	646,746
Investments	5	4,090	-	-	4,090	-	-	-	-
Total income		848,332	-	275,075	1,123,407	639,666	-	216,725	856,391
<u>Expenditure on:</u>									
Charitable activities	6	789,000	-	275,075	1,064,075	584,358	-	216,725	801,083
Total expenditure		789,000	-	275,075	1,064,075	584,358	-	216,725	801,083
Net incoming resources before transfers		59,332	-	-	59,332	55,308	-	-	55,308
Gross transfers between funds		(162)	162	-	-	(138)	138	-	-
Net income for the year/ Net movement in funds		59,170	162	-	59,332	55,170	138	-	55,308
Fund balances at 1 October 2024		284,069	3,838	-	287,907	228,899	3,700	-	232,599
Fund balances at 30 September 2025		343,239	4,000	-	347,239	284,069	3,838	-	287,907

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

TECH SHE CAN

BALANCE SHEET

AS AT 30 SEPTEMBER 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	10		5,586		5,665
Current assets					
Debtors	11	260,863		200,779	
Cash at bank and in hand		510,987		348,116	
		<u>771,850</u>		<u>548,895</u>	
Creditors: amounts falling due within one year	12	<u>(430,197)</u>		<u>(266,653)</u>	
Net current assets			341,653		282,242
Total assets less current liabilities			<u>347,239</u>		<u>287,907</u>
The funds of the charity					
Unrestricted funds - designated			4,000		3,838
Unrestricted funds - general	15		343,239		284,069
			<u>347,239</u>		<u>287,907</u>

The financial statements were approved by the trustees on 11 March 2026

Benjamin Higgin

B Higgin
Trustee

TECH SHE CAN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	19		162,007		144,431
Investing activities					
Purchase of tangible fixed assets		(3,226)		(2,676)	
Investment income received		4,090		-	
Net cash generated from/(used in) investing activities			864		(2,676)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			162,871		141,755
Cash and cash equivalents at beginning of year			348,116		206,361
Cash and cash equivalents at end of year			510,987		348,116

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2025

1 Accounting policies

Charity information

Tech She Can is a charitable incorporated organisation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered relevant information, including the annual budget, forecast future cash flows and the impact of subsequent events in making their assessment.

Based on these assessments and having regard to the resources available to the entity, the trustees have concluded that there is no material uncertainty in relation to the appropriateness of continuing to adopt the going concern basis in preparing the annual report and accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies are recognised as incoming resources when there is evidence of entitlement, receipt is probable and its amount can be measured reliably.

Donated services and facilities are included in the Statement of Financial Activities where the benefit to the charity is reasonably quantifiable and measurable. The value placed on these resources is the estimated value to the charity of the service or facility received.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Investment income relates to interest receivable on bank deposits and is recognised in the financial statements when receivable.

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Fundraising costs include the salaries and overheads associated with generating income from strategic partnerships, donations, and foundations & trusts.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated constitutional and statutory requirements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	4 years straight line
Computer equipment	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

3 Donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	233,243	123,921
Donated goods and services in kind	2,100	85,724
	<u>235,343</u>	<u>209,645</u>
Donations and gifts		
Corporate donations	215,909	103,398
Donations from individuals	17,334	20,523
	<u>233,243</u>	<u>123,921</u>

Donated goods and services in kind

During the year computer equipment was donated to the charity. In accordance with the charity's accounting policy the trustees estimate the value of the additions to be £2,100 (2024 - £nil).

During the previous year various staff members were seconded from their employer to carry out work on behalf of the charity. In accordance with the charity's accounting policy the trustees estimated the value of the staff costs last year to be £nil in the current year (2024 - £84,527).

4 Income from charitable activities

	Strategic partnerships 2025 £	Grants received 2025 £	Total 2025 £	Strategic partnerships 2024 £	Grants received 2024 £	Total 2024 £
Sales within charitable activities	618,274	-	618,274	433,146	-	433,146
Performance related grants	-	265,700	265,700	-	213,600	213,600
	<u>618,274</u>	<u>265,700</u>	<u>883,974</u>	<u>433,146</u>	<u>213,600</u>	<u>646,746</u>
Analysis by fund						
Unrestricted funds	608,899	-	608,899	430,021	-	430,021
Restricted funds	9,375	265,700	275,075	3,125	213,600	216,725
	<u>618,274</u>	<u>265,700</u>	<u>883,974</u>	<u>433,146</u>	<u>213,600</u>	<u>646,746</u>

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2025

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	4,090	-

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

6 Charitable activities

	Activities undertaken directly	Support Fundraising costs	Governance costs	Total	Activities undertaken directly	Support Fundraising costs	Governance costs	Total
	2025 £	2025 £	2025 £	2025 £	2024 £	2024 £	2024 £	2024 £
Staff costs	484,865	84,024	133,555	702,444	392,840	76,300	66,330	535,470
Depreciation and impairment	-	3,305	-	3,305	-	2,500	-	2,500
Programme delivery	210,078	-	-	210,078	129,686	4,220	-	133,906
Events and marketing	84,531	-	1,320	85,851	44,870	-	-	44,870
Travelling expenses	17,532	2,019	-	19,551	17,856	-	-	17,856
Other computer costs	2,641	8,871	-	11,512	-	6,682	-	6,682
Bank charges	-	514	-	514	-	507	-	507
Legal and professional fees	-	-	-	946	-	-	-	-
Accountancy and independent examination	-	-	-	12,000	-	-	-	14,000
Audit fees	-	-	-	10,500	-	-	-	-
Insurance	-	440	-	440	-	473	-	473
Subscriptions	-	515	-	515	-	539	-	539
Strategic co-ordination	2,700	3,719	-	6,419	-	-	44,280	44,280
	802,347	103,407	134,875	1,064,075	585,252	91,221	110,610	801,083
Analysis by fund								
Unrestricted funds	562,272	71,507	134,875	789,000	368,527	91,221	110,610	584,358
Restricted funds	240,075	31,900	-	275,075	216,725	-	-	216,725
	802,347	103,407	134,875	1,064,075	585,252	91,221	110,610	801,083

Governance costs includes payments to the auditors of £10,500 (2024 - £nil) for audit fees and payments to the independent examiners of £nil (2024 - £2,000) for independent examination fees.

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits, or claimed or was reimbursed any expenses, from the charity during the current and comparative year.

8 Employees

The average monthly number of employees during the year was:

	2025 In kind	2025 Payroll	2024 In kind	2024 Payroll
	-	14	5	8
Employment costs			2025	2024
			£	£
Wages and salaries			628,331	466,519
Social security costs			59,874	48,741
Other pension costs			13,327	10,480
			701,532	525,740

No redundancy or termination payments were made during the current and comparative year.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	1	1
£70,001 to £80,000	1	-

Remuneration of key management personnel

Key management personnel include the two Co-CEOs and the COO, who together have authority and responsibility for planning, directing and controlling the activities of the charity.

The total employee benefits paid to key management personnel during the year were £205,666, compared to £184,501 in 2023/24 (the increase is driven by an increase in total working days to support the increase in programme deliverables, base salaries have not been increased vs 2023/24). Employee benefits include gross salary, employer NI and employer pension contributions.

9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

10 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost			
At 1 October 2024	149	9,846	9,995
Additions	-	3,226	3,226
	<hr/>	<hr/>	<hr/>
At 30 September 2025	149	13,072	13,221
	<hr/>	<hr/>	<hr/>
Depreciation and impairment			
At 1 October 2024	75	4,255	4,330
Depreciation charged in the year	37	3,268	3,305
	<hr/>	<hr/>	<hr/>
At 30 September 2025	112	7,523	7,635
	<hr/>	<hr/>	<hr/>
Carrying amount			
At 30 September 2025	37	5,549	5,586
	<hr/>	<hr/>	<hr/>
At 30 September 2024	74	5,591	5,665
	<hr/>	<hr/>	<hr/>

11 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	255,184	200,216
Prepayments and accrued income	5,679	563
	<hr/>	<hr/>
	260,863	200,779
	<hr/>	<hr/>

12 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		85,820	81,603
Deferred income	13	324,125	179,490
Trade creditors		2,310	2,325
Other creditors		2,245	1,943
Accruals		15,697	1,292
		<hr/>	<hr/>
		430,197	266,653
		<hr/>	<hr/>

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

13 Deferred income

	2025 £	2024 £
Arising from income received in advance	324,125	179,490
	<u> </u>	<u> </u>
Deferred income is included in the financial statements as follows:		
	2025 £	2024 £
Deferred income is included within:		
Current liabilities	324,125	179,490
	<u> </u>	<u> </u>
Movements in the year:		
Deferred income at 1 October 2024	179,490	15,000
Released from previous periods	(179,490)	(15,000)
Resources deferred in the year	324,125	179,490
	<u> </u>	<u> </u>
Deferred income at 30 September 2025	324,125	179,490
	<u> </u>	<u> </u>

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

14 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 October 2024	Incoming resources	Resources expended	At 30 September 2025
	£	£	£	£
Accenture UK	-	80,000	(80,000)	-
The RAF Charitable Trust	-	120,700	(120,700)	-
Deutsche Bank	-	9,375	(9,375)	-
PA Foundation	-	30,000	(30,000)	-
Dulverton Trust	-	35,000	(35,000)	-
	<u>-</u>	<u>275,075</u>	<u>(275,075)</u>	<u>-</u>
	<u>-</u>	<u>275,075</u>	<u>(275,075)</u>	<u>-</u>
Previous year:	At 1 October 2023	Incoming resources	Resources expended	At 30 September 2024
	£	£	£	£
Accenture UK	-	100,000	(100,000)	-
The RAF Charitable Trust	-	81,600	(81,600)	-
Deutsche Bank	-	3,125	(3,125)	-
PA Foundation	-	20,000	(20,000)	-
Tides Foundation	-	12,000	(12,000)	-
	<u>-</u>	<u>216,725</u>	<u>(216,725)</u>	<u>-</u>
	<u>-</u>	<u>216,725</u>	<u>(216,725)</u>	<u>-</u>

Description of each current year restricted fund:

Accenture UK - A grant to fund the design and delivery of a LIVE lesson on the theme of AI for Sustainability including design and delivery of an animation within this lesson, along with the design and delivery of an additional animation on the theme of Responsible AI.

The RAF Charitable Trust - A grant to fund a series of LIVE lessons including the design and delivery of animations focused on the theme of space technology.

Deutsche Bank - Funds for the design and delivery of a secondary LIVE lesson to educate and inspire children around Tech for Money.

PA Foundation - A grant to fund the design of technology-enriched workshops and delivery in schools.

Dulverton Trust - A grant to contribute towards the charity's core operating costs.

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 October 2024	Incoming resources	Resources expended	Transfers	At 30 September 2025
	£	£	£	£	£
Annual charity impact event	3,838	-	-	162	4,000
General funds	284,069	848,332	(789,000)	(162)	343,239
	<u>287,907</u>	<u>848,332</u>	<u>(789,000)</u>	<u>-</u>	<u>347,239</u>
	<u><u>287,907</u></u>	<u><u>848,332</u></u>	<u><u>(789,000)</u></u>	<u><u>-</u></u>	<u><u>347,239</u></u>
Previous year:	At 1 October 2023	Incoming resources	Resources expended	Transfers	At 30 September 2024
	£	£	£	£	£
Annual charity impact event	3,700	-	-	138	3,838
General funds	228,899	639,666	(584,358)	(138)	284,069
	<u>232,599</u>	<u>639,666</u>	<u>(584,358)</u>	<u>-</u>	<u>287,907</u>
	<u><u>232,599</u></u>	<u><u>639,666</u></u>	<u><u>(584,358)</u></u>	<u><u>-</u></u>	<u><u>287,907</u></u>

16 Analysis of net assets between funds

	Unrestricted funds 2025 £	Designated funds 2025 £	Total 2025 £	Total 2024 £
Fund balances at 30 September 2025 are represented by:				
Tangible assets	5,586	-	5,586	5,665
Current assets/(liabilities)	337,653	4,000	341,653	282,242
	<u>343,239</u>	<u>4,000</u>	<u>347,239</u>	<u>287,907</u>
	<u><u>343,239</u></u>	<u><u>4,000</u></u>	<u><u>347,239</u></u>	<u><u>287,907</u></u>

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

17 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	3,520	-
Between two and five years	3,813	-
	<u>7,333</u>	<u>-</u>

18 Related party transactions

During the year, the charity received a grant of £50,000 (2024 - £nil) from the PA Foundation. The charity's Co-CEO (Sheridan Ash) is a trustee of the PA Foundation. The Co-CEO did not participate in any discussions or decisions relating to the award or management of the grant.

The grant was made on an arm's length basis and of the total grant, £20,000 (2024 - £nil) was outstanding at the year end and is included in deferred revenue. The PA Foundation has previously provided grants to the charity prior to the Co-CEO's appointment as trustee.

During the previous year, the charity received a donation of £15,000 from Kyndryl UK Limited. The charity's Chair of Trustees (A F Stevens) is a senior employee of Kyndryl UK Limited. The Chair did not participate in any discussions or decisions relating to the award or management of the grant. The grant was made on an arm's length basis and was fully recognised in the year ending 30 September 2024. No such donations were received in the current year.

TECH SHE CAN

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2025

19	Cash generated from operations	2025 £	2024 £
	Surplus for the year	59,332	55,308
	Adjustments for:		
	Investment income recognised in statement of financial activities	(4,090)	-
	Depreciation and impairment of tangible fixed assets	3,305	2,500
	Movements in working capital:		
	(Increase) in debtors	(60,084)	(125,446)
	Increase in creditors	18,909	47,579
	Increase in deferred income	144,635	164,490
		<hr/>	<hr/>
	Cash generated from operations	162,007	144,431
		<hr/> <hr/>	<hr/> <hr/>