

WOMENED
(CHARITABLE INCORPORATED ORGANISATION)
TRUSTEES' REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2025

**WOMENED
(CHARITABLE INCORPORATED ORGANISATION)
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees

Ms V Porritt OBE FRSA FCCT
Ms K Featherstone
Ms E Free
Mrs N Hilton
Ms C Jamil
Ms O Shaw
Ms N Lhoest-Squicciarini

Charity number

1201314

Principal address

28 Oaken Drive
Claygate
Esher
Surrey
KT10 0DL

Independent examiner

Claire Phillips FCCA
C H Jefferson & Co
Suite 1
4 Park Square
Scunthorpe
North Lincolnshire
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WOMENED
(CHARITABLE INCORPORATED ORGANISATION)
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JULY 2025

The trustees present their report and accounts for the year to 31 July 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The charity was established as a Foundation Charitable Incorporated Organisation by a charitable trust deed on 13 December 2022.

The trustees who served during the year were:

Ms V Porritt OBE FRSA FCCT

Ms L Hannay (Resigned 10 March 2025)

Ms K Featherstone

Ms E Free

Mrs N Hilton

Ms C Jamil (Appointed 1 January 2025)

Ms O Shaw (Appointed 1 April 2025)

Ms N Lhoest-Squicciarini

The Strategic Leadership team of WomenEd (Pre CIO) became the Trustees of the Charity.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and activities

The charity's objects are to promote equality and diversity for the public benefit by eliminating discrimination on the grounds of gender by:

- raising awareness of issues and barriers faced by women educators, particularly those who are or aspire to be leaders in education, and by
- removing or addressing such issues and sharing steps that can be taken to achieve equality through advocacy, social media, publications, events, and campaigns.

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To achieve this, we work to remove systemic and organisational barriers to such progress and to elevate women to achieve their next leadership step.

The charity has 8 values for achieving its aims:

Clarity - The disproportionate representation of women leaders across education, the lack of diversity, the large gender pay gap and the Motherhood Penalty propelled us into action globally. We work to share such clarity.

Communication - We first created WomenEd because we saw that women educators and leaders were being silenced on Twitter. We wanted to ensure women felt able to speak and that their voices were heard on social media.

Community - Our global community supports women where they live and work through our networks. Together we have a voice that is heard and respected and our community uses our voice to elevate women leaders in education and to disrupt the status quo.

Connection - Women thrive on being connected yet tend to avoid traditional workplace networking. We built WomenEd around networks of leaders supporting women where they live and work. We now have a hive of 32 global networks and 50,000 followers worldwide, all connected in wanting equity for women educators and leaders in education.

Change - This is the outcome we want from our combined values and goals. We want women leaders to insist on the changes needed to achieve gender equity in education. We want male leaders to be allies in this drive to achieve greater diversity in leadership and for women's voices to be heard. We want systemic change.

Collaboration - Collaboration at WomenEd events has developed into learning between networks, including global groups and greater working with partners and other organisations. This brings greater opportunities for women educators and leaders and enables us to reach and engage more women.

Challenge - The clarity of gender inequity in education led us to challenge all aspects of the under representation of women leaders. A significant challenge is to all aspects of the Recruitment process which results in white men being seen disproportionately in senior leadership. We challenge the lack of flexible working and remuneration decisions and disrupt the status quo in education.

Confidence - Many women in education feel they lack confidence. We encourage them to be 10%Braver and to share their concerns, ambitions and successes.

Public Benefit

WomenEd trustees have regard to the Charity Commission's guidance on reporting how WomenEd provides 'public benefit', and in particular to the requirements of the Charities Act and Charity Reporting Regulations.

Activities and Achievements

During the year WomenEd:

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

Organised events and unconferences to enable women to make powerful connections and hear from female leaders across various regions and countries. We supported network leaders to ensure the events met the needs of their particular network.

Trustees have collaborated with several teacher and education leaders' unions to support their work, including online webinars with members and consulting with union leaders.

Our three books continue to sell well and are influential in the sector.

In addition we have met with the Department for Education professionals to ensure the factors that affect women workers are considered during their White paper reforms, and we have seen these realised in such ways as improved maternity pay and enhanced provision for flexible working.

WomenEd has also consulted with Department for Education on NPQ reform.

We also have 4 campaigns:

- Gender pay gap for women working in education
- Flexible working for women working in education
- Diversity of women leaders in education
- Representation for women leaders in education

Achievements and performance

In respect of our campaigns:

1. Gender Pay Gap for women working in education, we:

- Blogged about this
- Called on employers to remove the question on current salary from application forms and also references
- Updated the statistics from our UK Gender Pay Gap Analysis Report (2021)
- Began writing and editing Disruptive Women (our 3rd book) with 25+ authors from the WomenEd community who are raising their voice.
- Held a global unconference focused on our four campaigns.

2. Flexible working for women working in education, we achieved:

- Published a wide range of blogs on flexible working practices including being a flexible Senior Leader
- Written about how to attract more women to senior leadership
- Contributed to Department for Education (England) Working Party on Flexible Working
- Collaborated with @FlexTeachTalent to propose School Teachers Pay and Conditions (England) change so teachers with a responsibility allowance, and who work part time, receive full salary for the responsibility.
- Collaborated on and curated 20+ short case studies on the benefits of flexible working for individuals, organisations, and students.

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3. Diversity of women leaders in education, we achieved:

- Our 2023 statement of action and commitments on equality, diversity, and inclusion in education
- Blogged under this category
- Three of our six Global Strategic leaders are from underrepresented groups, demonstrating the change we want to see
- Grown WomenEd into a global organisation with networks on six continents, reflecting the universality of our message

4. Representation for women leaders in education, we achieved:

- Published a wide range of blogs and videos about gender assumptions, leadership mindset and gaining leadership posts
- Encouraged Early Career Teachers to think about becoming leaders
- Developing a partnership with a Trust on how educational leaders can make recruitment less biased.
- Developed a collaboration with CVP Group so that women in education could gain a coaching qualification,

Financial review

The financial accounts for the year ended 31 July 2025 are set out on pages 7 to 10. The Statement of Financial Activities shows a deficit for the year of £4,173 (2024- deficit of £13,855). The total reserves at the year end stand at £52,718 all of which is unrestricted.

We keep a reserve of 6 months average expenses. This policy is reviewed annually by trustees.

On behalf of the board of trustees

Ms K Featherstone

Trustee

Dated: 27 May 2026

WOMENED (CHARITABLE INCORPORATED ORGANISATION) STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Report and the accounts 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 accounts 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 accounts, 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 accounts; and
- prepare the accounts 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 accounts 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.

WOMENED (CHARITABLE INCORPORATED ORGANISATION) INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WOMENED

I report on the accounts of the charity for the year ended 31 July 2025, which are set out on pages 7 to 10.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act;have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Claire Phillips
Chartered Certified Accountant

C H Jefferson & Co
Suite 1, 4 Park Square
Scunthorpe
North Lincolnshire
DN15 6JH

Dated: 27 May 2026

WOMENED
(CHARITABLE INCORPORATED ORGANISATION)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 JULY 2025

	Notes	2025 Unrestricted funds £	2024 Unrestricted funds £
<u>Incoming resources from generated funds</u>			
Incoming resources from charitable activities	2	11,507	16,583
Activities for generating funds (trading)	3	400	161
Investment income	4	434	170
		<u>12,341</u>	<u>16,914</u>
Other incoming resources	5	444	2,326
Total incoming resources		<u>12,785</u>	<u>19,240</u>
<u>Resources expended</u>	6		
<u>Costs of generating funds</u>			
Fundraising trading: costs of goods sold	3	586	-
		<u></u>	<u></u>
Net incoming resources available		12,199	19,240
<u>Charitable activities</u>			
Costs of charitable activities		15,269	31,644
Governance costs		1,103	1,451
Total resources expended		<u>16,958</u>	<u>33,095</u>
Net expenditure for the year/ Net movement in funds		(4,173)	(13,855)
Fund balances at 1 August 2024		<u>56,891</u>	<u>70,746</u>
Fund balances at 31 July 2025		<u>52,718</u>	<u>56,891</u>

WOMENED
(CHARITABLE INCORPORATED ORGANISATION)
BALANCE SHEET
AS AT 31 JULY 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Cash at bank and in hand		<u>52,718</u>		<u>56,891</u>	
Total assets less current liabilities			<u>52,718</u>		<u>56,891</u>
Income funds					
Unrestricted funds			<u>52,718</u>		<u>56,891</u>
			<u>52,718</u>		<u>56,891</u>

The accounts were approved by the Trustees on 27 May 2026

Ms K Featherstone
Trustee

WOMENED
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NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2025

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with the Charities Act 2011.

The accounts are prepared as a receipts and payments account and as such contain a summary of money received and money spent during the period, and a list of assets and liabilities at the end of the period.

1.2 Incoming resources

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 accounts.

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 accounts.

2 Incoming resources from charitable activities

	2025	2024
	£	£
Fees for charitable services	11,507	16,583

3 Activities for generating funds (trading)

	2025	2024
	£	£
Activities for generating funds (trading)	400	161
Fundraising trading: costs of goods sold	(586)	-
Net	(186)	161

4 Investment income

	2025	2024
	£	£
Interest receivable	434	170

5 Other incoming resources

	2025	2024
	£	£
Book royalties	444	2,326

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FOR THE YEAR ENDED 31 JULY 2025

5 Other incoming resources **(Continued)**

6 Total resources expended	2025	2024
	£	£
Costs of generating funds		
Fundraising trading: costs of goods sold	586	-
Charitable activities		
Activities undertaken directly	15,269	31,644
Governance costs	1,103	1,451
	16,958	33,095

7 Activities undertaken directly
 Activities undertaken directly include website and social media costs, together with conference costs.

8 Governance costs
 Governance costs include bank charges, insurance and accountancy fees

9 Trustees
 None of the trustees (or any persons connected with them) received any remuneration during the year, and none of them received any reimbursements of expenses. (2024- 1 of them was reimbursed a total of £1,318 travelling expenses; 2 were reimbursed expenses incurred on behalf of the charity for App and digital mailing costs £1,054).

10 Employees
 There were no employees during the year.