

FLISS: FEMALE LEADERS IN STEM SUBJECTS

England & Wales · Charity number 1203716

Details

Other names FLISS

Status Registered

Legal form CIO

Registered 2023-06-23

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

Contact

Address 35 Burns Street
Nottingham
NG7 4DS

Phone 07969122546

Email mentoring@fliss.uk

Website fliss.uk

Activities

Objects: THE OBJECT OF THE CIO ISTO ADVANCE THE EDUCATION OF YOUNG WOMEN PROFESSIONALS IN SCIENCE AND ENGINEERING, WITH A PARTICULAR FOCUS ON EARLY CAREER DEVELOPMENT BY: A. PROMOTING GREATER DIVERSITY AND INCLUSION IN SCIENCE AND ENGINEERING, WITH THE AIM OF ADDRESSING THE UNDERREPRESENTATION OF WOMEN IN THESE FIELDS; B. PROVIDING MENTORSHIP AND SUPPORT TO YOUNG WOMAN PROFESSIONALS OR THOSE IN THEIR EARLY CAREER YEARS, THIS INCLUDES INDIVIDUALS RETURNING TO WORK POST A CAREER BREAK IN SCIENCE AND ENGINEERING, WITH THE GOAL OF INSPIRING AND EMPOWERING THEM TO ACHIEVE THEIR FULL POTENTIAL; AND C. RAISING AWARENESS OF ISSUES RELATED TO EQUALITY AND DIVERSITY IN SCIENCE AND ENGINEERING, AND TO PROMOTE BEST PRACTICES IN THESE AREAS. NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH [SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005] AND [SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008].

Activities: FLISS is a dedicated mentoring network that strives to promote equality and diversity in science and engineering, with a particular focus on advancing the representation of women. Our charity is committed to empowering young women professionals in these fields and addressing the unique challenges they face

during their early careers.

Classification

- **How:** Provides Services
- **What:** General Charitable Purposes

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-01	£6,393	£2,291	-	-
2024-04-01	£3,000	£702	-	-

Trustees

Name	Role	Appointed
Julia Ward CEng	Chair	2023-01-28
Dr Katy McKenzie		2023-06-01
Ellie Stevenson		2023-06-23
Maria Jesus Bataller Vidal		2024-10-25
Ololade Okunrinboye		2024-10-25
Samuel Thursby		2023-01-28
Vincenzo Pizzoni		2023-01-28

FLISS: FEMALE LEADERS IN STEM SUBJECTS

England & Wales - Charity number 1203716

Accounts

FLISS: Female Leaders in STEM Subjects
Annual Report for the Year Ending 01/04/2025

1. Charity Information

- **Charity Name:** FLISS – Female Leaders in STEM Subjects
- **Charity Registration Number:** 1203716
- **Legal Structure:** Charitable Incorporated Organisation (CIO)
- **Registered Address:** 35 Burns Street, Nottingham, NG7 4DS
- **Website:** fliss.uk

2. Trustees' Annual Report

Objectives and Activities

FLISS exists to **empower, support, and inspire women and girls in STEM fields** by providing mentorship, networking opportunities, and educational resources. Our key objectives include:

- Promoting greater diversity and inclusion in science and engineering, with the aim of addressing the underrepresentation of women in these fields
- Providing mentorship and support to young woman professionals or those in their early career years, this includes individuals returning to work post a career break in science and engineering, with the goal of inspiring and empowering them to achieve their full potential
- Raising awareness of issues related to equality and diversity in science and engineering, and to promote best practices in these areas

In line with our charitable objectives, we have undertaken activities that provide public benefit by addressing gender disparities and supporting the next generation of female leaders in STEM.

Achievements and Performance

In second first financial year, FLISS has:

- Onboarded two new trustees which have significantly bolstered our strategic insight as a board
- Recruited 10 mentors and 25 mentees
- Hosted 4 webinars,
 - From LinkedIn to Live events – how to network effectively
 - From Doubt to Confidence Tackling Imposter Syndrome
 - The Power of Sponsorship
 - How to self-advocate and self promote effectively

- Created a cross collaboration monthly event with Cognitive Business (A tech start up) branching into the technology space
- Secured significant funds and donations

These initiatives have helped equip women and girls with the skills, confidence, and networks needed to succeed in STEM fields.

Financial Review

- **Total Income:** £6,393
- **Total Expenditure:** £2,291
- **Reserves Policy:** FLISS maintains a prudent level of reserves to ensure sustainability while continuing to invest in key projects.

The charity remains in a stable financial position and is actively seeking further funding opportunities to expand its impact.

Statement of Public Benefit

The trustees of FLISS: Female Leaders in STEM Subjects confirm that they have had regard to the guidance issued by the Charity Commission on public benefit when exercising their duties.

In line with this guidance, the trustees have ensured that the charity's activities, including mentorship programs, networking events, and outreach initiatives, directly support the public by advancing education, reducing barriers to opportunity, and promoting equality in STEM fields. These activities align with the charity's objectives and deliver measurable benefits to women, girls, and the broader STEM community.

Structure, Governance & Management

FLISS is governed by a Board of Trustees, who are responsible for setting strategic direction, ensuring financial accountability, and overseeing operations. The trustees during this period were:

- Julia Ward – Chair
- Samuel Thursby – Financial Lead (Treasurer)
- Katy McKenzie – Mentoring Lead (Secretary)
- Vince Pizzoni – Advisory
- Maria Jesus Bataller Vidal - Trustee
- Ellie Stevenson – Marketing Lead
- Ololade Okunrinboye - Trustee

The Board meets regularly to review progress, assess risks, and ensure compliance with regulatory requirements.

Future Plans

In the coming year, FLISS aims to:

- Continue to provide mentoring services to those that apply

- Implement a mentoring platform and transition into a newer operating platform
- Expand our partnerships with STEM organisations and educational institutions.
- Develop digital resources to support career progression for women in STEM
- Increase our funding to onboard 1 paid member of staff

We remain committed to our mission of empowering women in STEM and look forward to making an even greater impact.

5. Financial Position

Our operational spend for the period ending in April 2025 was £2,291 demonstrating our growth over the year compared to our first financial year. This entailed operational expenses such as website hosting, emailing and office software requirements and marketing costs.

Our reserves policy indicated that we should hold a minimum of £1400 on reserve. This is to cover our ongoing costs to support those within the mentorship programme should be not receive any funds for a minimum of 2 years. As our operational costs increase our reserve policy will be reviewed accordingly.

6. Trustee Declaration

The trustees confirm that they have approved this report and that it complies with legal requirements.

A handwritten signature in black ink that reads "Julia Ward".

Julia Ward, Chair & Founder



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name Female Leaders In STEM Subjects (FLISS)	No (if any) 1203716
--	------------------------

CC16a

Receipts and payments accounts

For the period from	Period start date 1/4/2024	To	Period end date 1/4/2025
---------------------	-------------------------------	----	-----------------------------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	1,000	5,000	-	6,000	-
Donations	393	-	-	393	3,000
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	1,393	5,000	-	6,393	3,000
A2 Asset and investment sales, (see table).					
N/A	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	1,393	5,000	-	6,393	3,000
A3 Payments					
General Operations	-	1,471	-	1,471	522
Marketing	-	777	-	777	104
Events	-	42	-	42	76
	-	-	-	-	-

	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	2,291	-	2,291	702
A4 Asset and investment purchases, (see table)					
N/A	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	-	2,291	-	2,291	702
Net of receipts/(payments)	1,393	2,709	-	4,102	2,298
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	2,298	-	-	2,298	-
Cash funds this year end	3,691	2,709	-	6,400	2,298

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	Available Funds	2,291	2,709	-
	Reserve Funds	1,400		-
		-	-	-
	Total cash funds	3,691	2,709	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds

B2 Other monetary assets

Details	to nearest £	to nearest £	to nearest £
N/A	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
N/A		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
N/A		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
N/A		-	
		-	
		-	
		-	
		-	

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

Signature	Print Name	Date of approval

FLISS: FEMALE LEADERS IN STEM SUBJECTS

England & Wales - Charity number 1203716

Accounts



FLISS: Female Leaders in STEM Subjects

Annual Report for the Year Ending 01/04/2024

1. Charity Information

- **Charity Name:** FLISS – Female Leaders in STEM Subjects
- **Charity Registration Number:** 1203716
- **Legal Structure:** Charitable Incorporated Organisation (CIO)
- **Registered Address:** 35 Burns Street, Nottingham, NG7 4DS
- **Website:** fliss.uk

2. Trustees' Annual Report

Objectives and Activities

FLISS exists to **empower, support, and inspire women and girls in STEM fields** by providing mentorship, networking opportunities, and educational resources. Our key objectives include:

- Promoting greater diversity and inclusion in science and engineering, with the aim of addressing the underrepresentation of women in these fields
- Providing mentorship and support to young woman professionals or those in their early career years, this includes individuals returning to work post a career break in science and engineering, with the goal of inspiring and empowering them to achieve their full potential
- Raising awareness of issues related to equality and diversity in science and engineering, and to promote best practices in these areas

In line with our charitable objectives, we have undertaken activities that provide public benefit by addressing gender disparities and supporting the next generation of female leaders in STEM.

Achievements and Performance

In our first financial year, FLISS has:

- **Recruited 46 mentors and 79 mentees**
- **Hosted 3 webinars, 2 workshops that included the topics:**
 - **Mentoring, Mindset and Allyship**
 - **STEM-ina: How to prepare for your graduate placement**
 - **Women in Transport**
- **Collaborated with multiple university institutions to further the mentoring message**
- **Secured significant funds in donations**

These initiatives have helped equip women and girls with the skills, confidence, and networks needed to succeed in STEM fields.

Statement of Public Benefit

The trustees of FLISS: Female Leaders in STEM Subjects confirm that they have had regard to the guidance issued by the Charity Commission on public benefit when exercising their duties.

In line with this guidance, the trustees have ensured that the charity's activities, including mentorship programs, networking events, and outreach initiatives, directly support the public by advancing education, reducing barriers to opportunity, and promoting equality in STEM fields. These activities align with the charity's objectives and deliver measurable benefits to women, girls, and the broader STEM community.

Structure, Governance & Management

FLISS is governed by a Board of Trustees, who are responsible for setting strategic direction, ensuring financial accountability, and overseeing operations. The trustees during this period were:

- Julia Ward – Chair
- Samuel Thursby – Financial Lead (Treasurer)
- Katy McKenzie – Mentoring Lead (Secretary)
- Vince Pizzoni – Advisory
- Roger Brandwood – Vice Chair
- Samuel Higgins – Wellbeing Lead
- Ellie Stevenson – Marketing Lead

The Board meets regularly to review progress, assess risks, and ensure compliance with regulatory requirements.

Future Plans

In the coming year, FLISS aims to:

- Continue to provide mentoring services to those that apply
- Develop an online platform to help support the mentoring programme
- Expand our partnerships with STEM organisations and educational institutions.
- Continue to host informative webinars and hold workshops that support the education and training of our community
- Develop digital resources to support career progression for women in STEM
- Organise an annual **FLISS Celebration evening** to connect professionals, students, and industry leader within our mentoring community and award our two new awards (Mentor of the year and Mentee of the year)

We remain committed to our mission of empowering women in STEM and look forward to making an even greater impact.

3. Financial Position

Our operational spend for the period ending in April 2024 was £709. This entailed operational expenses such as website hosting, emailing and office software requirements and marketing costs.

Category	Spend
General Operations (website, email etc)	£522
Marketing	£104
Events	£76

Our reserves policy indicated that we should hold a minimum of £1400 on reserve. This is to cover our ongoing costs to support those within the mentorship programme should we not receive any funds for a minimum of 2 years. As our operational costs increase our reserve policy will be reviewed accordingly.

Financial Summary

- **Total Income:** £3000
- **Total Expenditure:** £702
- **Reserves Policy:** FLISS maintains a prudent level of reserves to ensure sustainability while continuing to invest in key projects.
- **Closing position:** £2298 inclusive of reserves

The charity remains in a stable financial position and is actively seeking further funding opportunities to expand its impact.

4. Trustee Declaration

The trustees confirm that they have approved this report and that it complies with legal requirements.

Signed on behalf of the board:



Julia Ward
Founder of FLISS

Julia Ward – Chair

Date: 21/01/2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Female Leaders in STEM Subjects (FLISS)	1203716
---	---------

CC16a

Receipts and payments accounts

For the period from	23/6/2023	To	1/4/2024
---------------------	-----------	----	----------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	3,000	-	-	3,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	3,000	-	-	3,000	-
A2 Asset and investment sales, (see table).					
N/A	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,000	-	-	3,000	-
A3 Payments					
General Operations	522	-	-	522	-
Marketing	104	-	-	104	-
Events	76	-	-	76	-

	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	702	-	-	702	-
A4 Asset and investment purchases, (see table)					
N/A	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	702	-	-	702	-
Net of receipts/(payments)	2,298	-	-	2,298	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	2,298	-	-	2,298	-

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	Available Funds	898	-	-
	Creation of Reserve Funds	1,400	-	-
		-	-	-
	Total cash funds	2,298	-	-
	(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	N/A	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

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

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Marketing materials	Unrestricted	76	-
			-	-
			-	-
			-	-
			-	-
			-	-

		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
N/A		-	
		-	
		-	
		-	
		-	

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

Signature	Print Name	Date of approval
<i>Julia Ward</i>	JULIA WARD	23/01/2025