

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

Receipts and payments accounts

CC16a

For the period
from

23/6/2023

To

1/4/2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
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	OK

		Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B2 Other monetary assets	Details			
	N/A	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

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

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