

Women Who Can (CIO)

Trustees' Annual Report

For the period 10 July 2024 to 24 December 2024

1. Reference and Administrative Details

Charity Name: Women Who Can (CIO)

Charity Registration Number: 1205746

Principal Address: Pera Business Park, Melton Mowbray, Leicestershire, LE13 0PB

Legal Structure: Charitable Incorporated Organisation (CIO)

Governing Document: Constitution adopted 15th November 2023

Trustees:

- Sadé Henry (Chair) - Appointed 1st October 2023
- Jennifer Henry (Treasurer) - Appointed 1st October 2023
- Jacqueline Walker - Appointed 1st October 2023
- Priyanka Mistry - Appointed 1st October 2023

Independent Examiner: Ernestine Paul

Bankers: Virgin Money

2. Structure, Governance and Management

Women Who Can is a Charitable Incorporated Organisation registered with the Charity Commission on 10 July 2024.

The charity is governed by a board of trustees who are responsible for the strategic direction and proper administration of the charity. Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

3. Objects and Activities

Objects:

The objects of the CIO are to act as a resource for young women by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals; and

(b) advancing their education.

Women Who Can (CIO) is a charity based in Leicester and Leicestershire that focuses on empowering young women. Our aim is to support young women in their personal and professional journeys by providing practical programmes, workshops, educational resources, and a community network. Our purpose is to instil knowledge and confidence in women and help them achieve their full potential in life.

Activities:

During this start-up period (5.5 months), the charity:

- Delivered employability workshops funded by De Montfort University (£1,960)
- Commenced the Chapter New Project funded by National Lottery Community Fund (£19,986)
- Held a launch event to establish community presence

4. Public Benefit

The trustees confirm they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

The charity's activities are undertaken to further its charitable purposes for the public benefit. Services are provided to young women seeking to develop their skills, capacities and capabilities, advance their education, and participate in society as independent, mature and responsible individuals. There are no unreasonable restrictions on access to the charity's services.

5. Financial Review

Financial Summary:

	£
Total income	25,223
Total expenditure	9,449
Net movement in funds	15,774

Fund balances at 24 December 2024:

	£
Unrestricted funds	(1,938)
Restricted funds	17,712
Total funds	15,774

Full details are provided in the attached receipts and payments accounts (CC16a).

Income: Primarily from restricted grants (National Lottery £19,986, DMU £1,960), with additional income from fundraising activities (£2,782), donations (£107), and bank interest (£205).

Expenditure: Charitable activities £4,234 (restricted projects) and costs of raising funds £5,215 (launch event).

Unrestricted Fund Deficit:

The unrestricted fund deficit of £1,938 arose from investment in a launch event during the charity's establishment phase. The launch event generated direct income of £2,782 (ticket and raffle sales) against costs of £5,015, showing a net cost of £2,233 in this financial period. However, a £1,500 sponsorship from Antigua and Barbuda Tourism Authority (formally agreed in 2024) was received on 16 January 2025, reducing the actual net investment to £733. This demonstrates that the event was financially successful whilst achieving its strategic objectives of establishing the charity's presence and building community awareness.

The overall financial position remains strong with total funds of £15,774. The trustees are implementing a fundraising strategy to eliminate the deficit through diversified income generation including individual giving and corporate partnerships, targeting elimination within 12 months.

Restricted Funds:

Restricted funds of £17,712 are held for:

- **Chapter New Project:** £17,648 (project in early delivery phase, main activities scheduled for 2025)
- **DMU Project:** £64 (project substantially complete)

All funds are held in accordance with donor restrictions.

Reserves Policy:

The trustees aim to build unrestricted reserves equivalent to at least three months of core running costs.

6. Related Party Transactions

Trustee Remuneration:

Sadé Henry (Chair) received:

- £1,200 for project management services (Chapter New Project - restricted funds)
- £150 for workshop facilitation services (DMU Project - restricted funds)
- **Total: £1,350**

These payments were made under section 6.2 of the charity's constitution, which permits trustees to be paid for services provided to the charity, subject to specific conditions.

Written agreements were in place stating the nature and amount of services. Sadé Henry declared her conflict of interest and took no part in decisions regarding her appointment or remuneration. The independent trustees determined the appointments were in the charity's best interest and the payments were reasonable.

No other trustees received payments for services. No trustee expenses were claimed during the period.

Post-Balance Sheet Events:

Workshop Facilitator Payment:

A payment of £150 to a workshop facilitator was made on 10 February 2025 relating to services delivered during the reporting period. This amount has been accrued as a liability at 24 December 2024.

Launch Event Sponsorship Receipt:

On 16 January 2025, the charity received £1,500 sponsorship from Antigua and Barbuda Tourism Authority. This sponsorship was formally agreed before the November 2024 launch event but was received after the period end due to the sponsor's payment processing delays. This receipt significantly reduces the net cost of the launch event and demonstrates the success of the charity's corporate fundraising strategy.

7. Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and accounts in accordance with applicable law and United Kingdom Accounting Standards.

The law 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 for that period. In preparing these accounts, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed
- Prepare the accounts on the going concern basis unless it is inappropriate

The trustees are responsible for keeping proper accounting records and for safeguarding the assets of the charity.

8. Declaration

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

Signed on behalf of the trustees:

Name: Sadé Henry

Position: Chair

Signature:  _____

Date: 21/10/2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

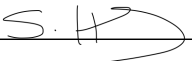
Charity Name		No (if any)		CC16a
Women Who Can (CIO)				
Receipts and payments accounts				
For the period from		To	Period end date	
10/07/2024			24/12/2024	

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 & Legacies	891	-	-	891	-
Charitable activities		21,946	-	21,946	-
Other trading activities	1,998	-	-	1,998	-
Investments	205	-	-	205	-
Other income	183	-	-	183	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	3,277	21,946	-	25,223	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,277	21,946	-	25,223	-
A3 Payments					
Cost of raising funds	5,215	-	-	5,215	-
Charitable activities	-	4,234	-	4,234	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	5,215	4,234	-	9,449	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	5,215	4,234	-	9,449	-
Net of receipts/(payments)	- 1,938	17,712	-	15,774	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	- 1,938	17,712	-	15,774	-

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

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds	Virgin Money Bank Account	- 1,938	17,712	-
		-	-	-
		-	-	-

	Total cash funds	- 1,938	17,712	-
	(agree balances with receipts and payments account (s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	iPad + AppleCare	Restricted	-	-
	GoPro camera + Memory Card	Restricted	-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Maz (Facilitator invoice)	Restricted	150	10 February 2025
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name		Date of approval
		Sadé Henry		22/10/2025

Independent examiner's report for Women Who Can (CIO)

I report to the charity trustees on my examination of the accounts of Women Who Can (the CIO) for the period ended 24 December 2024.

Responsibilities and basis of report

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

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

Independent examiner's statement

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

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

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

Signed: E. Paul

Name: Ernestine Paul

Relevant professional qualification or body: Independent person with relevant ability and experience

Address: Cambridge Street, Leicester, LE3 0JR

Date: 22/10/2025

