

NATIONAL WOMEN'S REGISTER

England & Wales · Charity number 295198

Details

Other names	N W R
Status	Registered
Legal form	Charitable company
Company number	02053063
Registered	1986-10-06
Register	View on the Charity Commission register

Contact

Address	National Women's Register Unit 31 Park Farm Estate Ermine Street Buntingford
Phone	01603406767
Email	office@nwr.org.uk
Website	www.nwr.org.uk

Activities

Objects: TO PROVIDE FACILITIES FOR THE LEISURE-TIME OCCUPATION OF FEMALE MEMBERS OF THE PUBLIC WITH THE OBJECT OF IMPROVING THE CONDITIONS OF BOTH URBAN AND RURAL LIFE FOR THEM IN THE INTERESTS OF SOCIAL WELFARE.

Activities: NWR is a social organisation for women. It offers membership to women to join a local group or to become an independent member. Members take part in informal local group or online discussions and national and area workshops and conferences on a wide range of topics.

Classification

- **How:** Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Other Defined Groups

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£206,398	£190,996	-	-
2023-12-31	£169,580	£162,459	-	-
2022-12-31	£188,607	£189,028	-	-
2021-12-31	£172,416	£240,022	-	-
2020-12-31	£156,401	£162,157	-	-

Trustees

Name	Role	Appointed
Deirdre Anne McCarthy	Chair	2023-09-11
Heather de Lacey		2025-10-01
Janet Teresa Fuller		2020-09-14
Marion Watts		2022-09-03
Vicki Anne Barber		2025-10-01

Accounts

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 8
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11 - 12
Notes to the financial statements	13 - 23

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees Gillian Anne Wignall, Chair
Ann Fox
Janet Theresa Fuller, Treasurer
Marion Alexis Watts
Deidre McCarthy

Company registered number 02053063

Charity registered number 295198

Registered office Unit 31
Park Farm Industrial Estate
Ermine Street
Buntingford
SG9 9AZ

Accountants Larking Gowen LLP
Chartered Accountants
1st Floor, Prospect House
Rouen Road
Norwich
NR1 1RE

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their annual report together with the financial statements of the Company for the year 1 January 2024 to 31 December 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The charity is principally engaged in the organisation of groups offering women the opportunity to take part in stimulating, informal discussions, workshops and conferences on a wide range of topics both locally and online. A register of Local Organisers and Members and a website is maintained to enable members and enquirers to find out about and contact any local NWR group throughout the United Kingdom or abroad. We also support independent members who do not belong to any group but who may participate in online discussions and events.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Main activities undertaken to further the Company's purposes for the public benefit

In our purpose we aim to offer public benefit in the following categories:

- The advancement of education through discussion topics in group programmes, national themes and countries and various national, regional and area events held
- The advancement of health by discussing various health issues and sharing information and promoting a sense of connection and friendship between women
- The advancement of citizenship or community development by being open to all women, respectful, friendly, interested in all issues and welcoming local speakers to inform and lead discussions
- The advancement of arts, culture, heritage or science by running book groups, visits to arts venues, exploring other countries and researching current topics
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity by researching, discussing and understanding others' points of view.

Our social impact is the welcome we offer all women and the opportunities for learning and enhancing self-esteem. Being part of a local community group and national organisation foster personal growth and understanding. In today's social landscape NWR contributes to the loneliness and mental health agendas, helping all women, including potentially isolated women or those with mental illnesses, to make friends, share ideas and be part of their local community.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance

a. Charitable activities

The main activity of the organisation centres on the regular meetings of local groups attended by members. This is supplemented by a wide range of online, area and regional events including talks, conferences, discussion lunches (usually with speakers), quizzes and visits. These activities help our members by connecting them with each other and by presenting the opportunity for thought provoking and educational experiences that enrich their lives.

In addition to the regular meetings organised by local groups, the Office continued to research and commission talks and quizzes during the year, accessed by the conferencing platform Zoom. This makes our connections with other members across the country much easier. When the speaker gives permission, we record the talk and make it available to members via YouTube. The online offering continued to be appreciated by members, in particular the much increased number of Independent members, who are not affiliated to any group.

Many local groups continued with Zoom as a way of staying connected, in addition to their planned discussion and book group discussions. Some groups continued with a hybrid of some members meeting face to face and others joining by Zoom. Nationally, we continued to subscribe to the Zoom licences, enabling groups to book sessions. Many took advantage of this free offer. Four areas organised successful day conferences, with 212 attendees, and we held a National Walk, with 85 groups and 112 walkers, taking part.

In 2024 the national theme was 'Courage, dear heart', a quote from C.S.Lewis's book, *The Voyage of the Dawn Treader*. Our focus country was the islands of the Caribbean. This gave groups and members many interesting topics to explore in their meetings.

The 2024 National Conference was held in Sheffield and entitled *Women of Steel*. It was a great success, with 225 delegates enjoying three excellent speakers and interesting workshops. There was an online conference in March with 86 members attending and in September, an online AGM, with 151 delegates.

The two online groups for discussions, were set up in 2021. In 2024 we discontinued one group, but the other one continues to attract independent and group members. They organise their own programme of discussion topics.

We have two special interest groups to bring members together across the UK. These are the Postal book group and the Correspondence magazine/e mags. Once again, the Telephone Treasure Trail proved popular with 260 groups participating and a further 259 members volunteering to man the phones. It was a challenging, but enjoyable quiz.

We continue to promote our mission of bringing women together via social media channels. We have NWR Facebook, X, Instagram and LinkedIn accounts. There are 18 Official Facebook Groups, covering a wide variety of subjects, which many members participate in and enjoy. Social media is also proving to be a successful marketing tool.

In April 2024, we sadly said goodbye to Vicky Wooldridge, who left to explore different avenues. We welcomed Claire Kendrick and took the opportunity to change the job title to Head of Operations and Development, which better reflects the role. She quickly settled in and during 2024 she instigated new ideas and plans for the advancement of NWR, in particular our marketing and outreach.

Raising awareness of NWR continues to be a key priority. Jasvinder Sanghera continued in her role as patron until her term came to an end in July 2024. We appointed a new Patron, Clare Nasir, who is a meteorologist and climate activist. Her mother is a long time NWR member, so she really understands the organization. Jo Moseley continues to be an enthusiastic supporter, championing NWR wherever possible.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance (continued)

b. Impact

At the end of December 2024, we had 308 groups (310 in 2023) and 4855 members (4894 in 2023), which includes 123 independent members (115 in 2023). Independent members are not attached to any group, but they can join in with groups by request, participate in Zoom sessions, social media discussions and all events. 8 new groups were established in 2024.

The retention rate for members for 2024 was 90.46% (89.75% in 2023) with 428 new members and 467 leavers.

Although personal contact is an essential part of our ethos, we see online content as a valuable part of our member benefits. There were 30 online talks during 2024. Where possible, these are recorded and made available to members via the video sharing platform, YouTube. In 2024, there were 3471 YouTube viewings. Group meetings in 2024 were either face to face, or a hybrid of some members meeting face to face and others joining via Zoom. These were for discussion meetings, book groups and social meetings. There were 4 area and regional events held in 2024. An online conference with the theme 'Courage' was held in March, but it only attracted 86 delegates. The AGM was also held online, and attracted 237 delegates. The annual NWR Walk was held over April/May 2024, with 85 groups taking part in 112 walks. We held a Christmas prize draw, and with 264 tickets sold, it raised additional funds for NWR.

The digitised scrapbooks were made live on the website at the beginning of February. The originals were archived in the Women's Library at LSE and the project was concluded. There was one printed copy of our magazine distributed in Spring 2024 but in the Autumn we replaced the magazine with a quarterly digital bulletin called NWR Connect. Members are still encouraged to send in contributions, articles, memories and poems. The first two editions were well received. Text and audio copies are available to members on the website. Membership mailings have an average opening rate of 67.8%. Social media usage continues to increase, linking members across the country. The various themed, private Facebook discussion groups, which are run and moderated by volunteer members, provide stimulating and thought provoking posts and news. They also enable programme sharing and allow members to share their thoughts and link with others across the UK.

Subscriptions were kept at £32 per annum in 2024, in an effort to stem the flow of leavers. The adoption of direct debits continues to be encouraged and 68% of members had signed up by the end of 2024. We continue to advocate a transfer to this type of payment which saves us time and money. We have a Hardship Fund to support members on low incomes. There were no applications in 2024.

c. Investment policy and performance

Under the Memorandum and Articles of Association, the charity has the power to make any investments which the Trustees see fit. NWR has an investment policy which is regularly reviewed. The charity's investments represent share accounts held with the Charities Official Investment Fund and Newton Investments which generate annual income. The investment funds had a market value at 31 December 2024 of £90,306 (2023: £87,334)

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The Reserves Fund represents the unrestricted funds arising from past operating results and amounts to £193,016 at 31 December 2024. The Articles of Association state that the financial reserves must be sufficient to cover four months' running costs. In addition the Trustees have agreed to maintain a balance of reserves to cover contingencies such as funding the national conference. Therefore, the minimum balance is currently £100,000. After excluding the value of fixed assets from the reserves, we have £155,364 (2023: £131,464) to cover this. The trustees agreed to allocate amounts to specific projects and activities, as set out in the Strategic and Operational Plans 2022-2025.

Structure, governance and management

a. Constitution

NWR is a company limited by guarantee and not having a share capital, as now defined by the Companies Act 2006. It was established under a Memorandum of Association and is governed by the Articles of Association adopted. The date of incorporation was 5 September 1986. A series of amendments to the Articles of Association have been agreed over the years at the annual AGM and the changes registered with the Charity Commission. The changes have updated methods of communication, enabled us to appoint two external trustees, if we so wish, amended the quorate at General Meetings to 30 members and to allow the AGM to be held online.

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall not be less than three, nor, unless otherwise determined by a General Meeting, more than five. At the 2021 AGM a proposal to increase the total number of trustees by two to seven was agreed to enable the recruitment of external trustees. We will continue to recruit five trustees from our members.

There were five trustees in place throughout 2024. Observers at trustee meetings are always welcome.

c. Organisational structure and decision-making policies

The Trustees have the ultimate responsibility for the running of NWR and for the making of decisions. The day-to-day running is delegated to the National Organiser, who manages the Finance Manager, the Membership Manager and two Membership Administrators.

The AGM was successfully held online in September 2024.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Structure, governance and management (continued)

d. Staffing

All posts are part time, with staff working from home and from the office in Buntingford.

Staff and Trustee development is important, and in 2024, training sessions on GDPR were undertaken online. Other personal research into various issues utilised our memberships of networking and charity organisations.

Staff and Trustees attended various area conferences.

Networking with other membership and charity organisations for staff and Trustees provides support and information in a fast changing environment. NWR participates in:

- Memberwise
- Association of Chairs
- Association of Chief Executives of Voluntary Organisations (ACEVO)
- The Honorary Treasurers' Forum
- CharityComms

e. Infrastructure

All staff work from home and from the office in Buntingford. The two staff who live in Norwich attend face to face meetings several times a year as it is important that our staff work together as a team. We continue to make extensive use of the conferencing platform Zoom, for both staff and Trustee meetings.

We continue to focus on recruitment and retention of members by improving processes to enhance this key activity. Unfortunately, we have continued to lose members and more groups have closed, but the rate has slowed and some members are returning. Group closures are often due to the maturity of the members, but sometimes there is also a failure to recruit new members and a lack of engagement with any activities outside their local group.

f. GDPR

GDPR preferences are now all in place and with the new website all members can manage their own preferences. There were no GDPR incidents reported in 2024, but agreed procedures are in place if there is an occurrence.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Plans for future periods

Our Head of Operations and Development continues to explore new ways of increasing our membership by carefully targeting our marketing and analysing the results. Social media is of great benefit in this regard and campaigns on Google, FaceBook and Instagram have continued to bring in many enquiries. The challenge lies in converting enquiries to membership.

Whilst we will continue to explore publicity opportunities within our budget, social media and word of mouth are our main recruiting methods. We continue with digital improvements to increase and enhance services to members and efficiency within the organisation. We are working with our digital partner, 'Tall Projects', specialists in website and CRMs. Integration is the key, including online registration, event payments and subscription payments, and we continue to work with Tall Projects to further improve our offering. Weekly and monthly newsletters continue to be sent out to all members and at the end of 2024, we trialled a new quarterly digital magazine, NWR Connect, to replace the biannual printed magazine.

We continue to encourage the take up of direct debits for membership fees. Training and support for members using Zoom continues. A new post of Regional Membership Co ordinator has been created to support the establishment of new groups, independent members and volunteers.

In order to achieve the objectives and strategies of our strategic plan, due regard is paid to risk analysis, to having current policies and procedures, and to staff and Trustee personal development objectives. NWR works with several outsourced suppliers for the magazine production and distribution, health and safety advice and digital and technology support. Monthly financial monitoring continued in 2024, after the setting of another cautious budget. We will continue to adjust tasks, operations and finances to meet needs and staff resources.

The main challenges NWR faces are its ageing membership and difficulties in recruiting new members, but we are refining and improving our membership processes. We are also very reliant on subscription income and to this end, new ways of raising funds are being tried, including paid for short courses.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:

.....
Gillian Anne Wignall
Chairperson

.....
Janet Theresa Fuller
Treasurer

Date:

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

Independent examiner's report to the Trustees of National Women's Register ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:

Dated:

Christopher Yeates FCA DChA
Larking Gowen LLP
Chartered Accountants
Norwich

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:				
Donations	3	13,139	13,139	343
Charitable activities	4	190,929	190,929	166,925
Investments	5	2,330	2,330	2,312
Total income		206,398	206,398	169,580
Expenditure on:				
Charitable activities	6	190,996	190,996	162,459
Total expenditure		190,996	190,996	162,459
Net income before net gains on investments		15,402	15,402	7,121
Net gains on investments		2,972	2,972	6,766
Net movement in funds		18,374	18,374	13,887
Reconciliation of funds:				
Total funds brought forward		174,642	174,642	160,755
Net movement in funds		18,374	18,374	13,887
Total funds carried forward		193,016	193,016	174,642

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 13 to 23 form part of these financial statements.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	37,651	43,178
Investments	11	90,306	87,334
		<u>127,957</u>	<u>130,512</u>
Current assets			
Debtors	12	7,054	7,544
Cash at bank and in hand		72,211	47,994
		<u>79,265</u>	<u>55,538</u>
Creditors: amounts falling due within one year	13	(14,206)	(11,408)
Net current assets		<u>65,059</u>	<u>44,130</u>
Total assets less current liabilities		<u>193,016</u>	<u>174,642</u>
Total net assets		<u>193,016</u>	<u>174,642</u>
Charity funds			
Unrestricted funds	14	193,016	174,642
Total funds		<u>193,016</u>	<u>174,642</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Gillian Anne Wignall
Chairperson
Date:

Janet Theresa Fuller
Treasurer

The notes on pages 13 to 23 form part of these financial statements.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. General information

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

National Women's Register meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The income, expenditure and liabilities of the charity's groups are not included in these financial statements on the basis that they have significant autonomy and the funds held by the groups are not under the direct control and management of the Trustees.

2.2 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

More specifically, the following policies are adopted:

Subscription income is included in full in the Statement of Financial Activities in the financial year in which they are receivable.

Bank interest and dividends are generated from UK investments and are included in the Statement of Financial Activities on an actual basis.

Cash donations and gifts are included in full in the Statement of Financial Activities as they are received.

2.3 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 allocated on the portion of the asset's use.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.3 Expenditure (continued)

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.4 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	33% on cost and 25% on cost
Website	-	10% on cost

2.5 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.9 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Donations	13,139	13,139	343
<i>Total 2023</i>	343	343	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Subscriptions	132,115	132,115	132,576
Gift Aid	23,773	23,773	22,021
National Conference income	24,747	24,747	6,328
Regional and educational events income	3,463	3,463	1,243
Other income	6,831	6,831	4,757
	<u>190,929</u>	<u>190,929</u>	<u>166,925</u>
<i>Total 2023</i>	<u>166,925</u>	<u>166,925</u>	

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Bank interest and dividends	2,330	2,330	2,312
	<u>2,312</u>	<u>2,312</u>	
<i>Total 2023</i>	<u>2,312</u>	<u>2,312</u>	

6. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Organisation of groups	46,304	144,692	190,996	162,459
	<u>27,256</u>	<u>135,203</u>	<u>162,459</u>	
<i>Total 2023</i>	<u>27,256</u>	<u>135,203</u>	<u>162,459</u>	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

6. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2024 £	<i>Total funds 2023 £</i>
Membership engagement	5,868	2,724
Conference	19,856	2,835
Magazine	9,692	17,015
Trustee and meeting expenses	305	1,576
Training and workshops	105	95
Publicity	10,478	3,011
	<u>46,304</u>	<u>27,256</u>

Analysis of support costs

	Total funds 2024 £	<i>Total funds 2023 £</i>
Staff costs	103,662	94,763
Depreciation and loss on disposal	5,837	6,350
Website and social media	10,624	10,875
Office costs	16,441	15,939
Insurance	2,163	2,117
Recruitment	1,344	-
Staff expenses	770	1,837
Accountancy and professional fees	3,851	3,322
	<u>144,692</u>	<u>135,203</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

7. Independent examiner's remuneration

	2024 £	<i>2023</i> £
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	2,640	<i>2,400</i>

8. Staff costs

	2024 £	<i>2023</i> £
Wages and salaries	99,205	<i>92,800</i>
Social security costs	2,415	<i>115</i>
Contribution to defined contribution pension schemes	2,042	<i>1,848</i>
	103,662	<i>94,763</i>

The average number of persons employed by the Company during the year was as follows:

	2024 No.	<i>2023</i> No.
.	5	<i>5</i>

No employee received remuneration amounting to more than £60,000 in either year.

Total employee benefits of key management personnel were £36,087 (2023: £31,571).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - *£NIL*).

During the year ended 31 December 2024, expenses were reimbursed or paid directly to 2 Trustees (2023 - *to 3 Trustees*) broken down as follows:

	2024 £	<i>2023</i> £
Trustee expenses	305	<i>232</i>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

10. Tangible fixed assets

	Office equipment £	Website £	Total £
Cost or valuation			
At 1 January 2024	7,920	55,900	63,820
Additions	310	-	310
At 31 December 2024	8,230	55,900	64,130
Depreciation			
At 1 January 2024	7,599	13,043	20,642
Charge for the year	247	5,590	5,837
At 31 December 2024	7,846	18,633	26,479
Net book value			
At 31 December 2024	384	37,267	37,651
<i>At 31 December 2023</i>	321	42,857	43,178

11. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2024	87,334
Revaluations	2,972
At 31 December 2024	90,306

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

12. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	-	324
Other debtors	2,002	2,279
Prepayments and accrued income	5,052	4,941
	<u>7,054</u>	<u>7,544</u>

13. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	1,494	546
Other taxation and social security	7,091	4,688
Pension contributions due	-	348
Other creditors	1,920	2,409
Accruals and deferred income	3,701	3,417
	<u>14,206</u>	<u>11,408</u>

	2024 £	2023 £
Deferred income at 1 January 2024	790	-
Resources deferred during the year	644	790
Amounts released from previous periods	(790)	-
	<u>644</u>	<u>790</u>

Income received for events in future periods is deferred at the year end.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2024 £
Unrestricted funds					
General Funds	174,642	206,398	(190,996)	2,972	193,016

Statement of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2023 £
Unrestricted funds					
General Funds	160,755	169,580	(162,459)	6,766	174,642

Prior to 2022, a designated fund was held within unrestricted funds to be used solely on future Conference activities and represents net surpluses made from previous Conferences to be used as and when required. The Conference in 2021 made a net loss of £20,203 and therefore additional funds were transferred from the general fund to cover the negative balance arising on the designated fund at the end of the year. It is the Charity's intention to recover this deficit from future Conferences. The 2022 Conference generated a surplus of £2,605, the 2023 Conference generated a surplus of £3,062 and the 2024 Conference generated a surplus of £4,892. This is no longer shown as a designated fund as all profits will be recognised within the general fund until the previous deficit is cleared.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	37,651	37,651
Fixed asset investments	90,306	90,306
Current assets	79,265	79,265
Creditors due within one year	(14,206)	(14,206)
Total	<u>193,016</u>	<u>193,016</u>

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	43,178	43,178
Fixed asset investments	87,334	87,334
Current assets	55,538	55,538
Creditors due within one year	(11,408)	(11,408)
Total	<u>174,642</u>	<u>174,642</u>

16. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £2,042 (2023 - £1,848). £Nil was due to be paid to the fund at the balance sheet date (2023: £343).

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

17. Operating lease commitments

At 31 December 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	4,200	-
	<u><u>4,200</u></u>	<u><u>-</u></u>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2024	2023
	£	£
Operating lease rentals	8,400	-
	<u><u>8,400</u></u>	<u><u>-</u></u>

18. Related party transactions

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 December 2024.

Accounts

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 8
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11 - 12
Notes to the financial statements	13 - 24

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees	Gillian Anne Wignall, Chair Ann Fox Janet Theresa Fuller, Treasurer Kathleen Jennifer Johnson (resigned 1 October 2023) Marion Alexis Watts Deidre McCarthy (appointed 1 September 2023)
Company registered number	02053063
Charity registered number	295198
Registered office	Unit 31 Park Farm Industrial Estate Ermine Street Buntingford SG9 9AZ
Accountants	Larking Gowen LLP Chartered Accountants Prospect House Rouen Road Norwich NR1 1RE

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report together with the financial statements of the Company for the 1 January 2023 to 31 December 2023. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The charity is principally engaged in the organisation of groups offering women the opportunity to take part in stimulating, informal discussions, workshops and conferences on a wide range of topics both locally and online. A register of Local Organisers and Members and a website is maintained to enable members and enquirers to find out about and contact any local NWR group throughout the United Kingdom or abroad. We also support independent members who do not belong to any group but who may participate in online discussions and events.

The Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the NWR should undertake.

b. Main activities undertaken to further the Company's purposes for the public benefit

In our purpose we aim to offer public benefit in the following categories:

- The advancement of education through discussion topics in group programmes, national themes and countries and various national, regional and area events held
- The advancement of health by discussing various health issues and sharing information and promoting a sense of connection and friendship between women
- The advancement of citizenship or community development by being open to all women, respectful, friendly, interested in all issues and welcoming local speakers to inform and lead discussions
- The advancement of arts, culture, heritage or science by running book groups, visits to arts venues, exploring other countries and researching current topics
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity by researching, discussing and understanding others' points of view.

Our social impact is the welcome we offer all women and the opportunities for learning and enhancing self-esteem. Being part of a local community group and national organisation foster personal growth and understanding. In today's social landscape NWR contributes to the loneliness and mental health agendas, helping all women, including potentially isolated women or those with mental illnesses, to make friends, share ideas and be part of their local community.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Achievements and performance

a. Charitable activities

The main activity of the organisation centres on the regular meetings of local groups attended by members. This is supplemented by a wide range of online, area and regional events including talks, conferences, discussion lunches (usually with speakers), quizzes and visits. These activities help our members by connecting them with each other and by presenting the opportunity for thought provoking and educational experiences that enrich their lives.

2023 saw the return of our normal face to face meetings, although the National Organiser continued to research and commission talks and quizzes during the year, accessed by the conferencing platform Zoom. This makes our connections with other members across the country much easier. When the speaker gives permission, we record the talk and make it available to members via YouTube. The online offering continued to be appreciated by members, in particular the much increased number of Independent members, who are not affiliated to any group.

Many local groups continued with Zoom as a way of staying connected, in addition to recommencing their planned discussion and book group discussions. Some groups continued with a hybrid of some members meeting face to face and others joining by Zoom. Nationally, we continued to subscribe to the Zoom licences, enabling groups to book sessions, and many took advantage of this free offer. Six areas organised successful day conferences and we held a National Walk, with 74 groups taking part.

In 2023 the national theme was 'Drugs, herbs and medicine' whilst our focus country was Benelux. This gave groups and members many interesting topics to explore and learn about.

After much discussion, the 2023 National Conference was cancelled due to worries about the cost when we were in the middle of a cost of living crisis. However, it was also decided that the 2024 conference would go ahead if at all possible, and plans were put in place to find a suitable location and willing groups to organise it. There was a successful online conference held over a week in September and during that week, we also held the AGM online, with 151 members attending.

The two online groups for discussions, set up in 2021, continue to attract independent and group members. They organise their own programme of discussion topics.

We have two special interest groups to bring members together across the UK. These are the Postal book group and the Correspondence magazine/e mags. Once again, the Telephone Treasure Trail proved popular with 262 groups participating in a challenging but enjoyable quiz and 202 volunteers manning the telephones.

We continue to promote our mission of bringing women together via social media channels. We have NWR Facebook, Twitter, Instagram and Pinterest accounts for marketing.

In September 2022 we welcomed a new National Organiser, Vicky Wooldridge, who quickly settled into the role and during 2023 she instigated new ideas and plans for the advancement of NWR and improving our reach amongst younger women. We also changed Cath Heslop's role to Volunteers and Recruitment Manager, aiming to encourage volunteers, who bring enthusiasm as well as experience and knowledge of the organisation, to take on roles within NWR. Reciprocally, this offers opportunities to continue to develop self-esteem and enhance skills, particularly digital skills.

Raising awareness of NWR continues to be a key priority. Our first patron, Marion Molteno, left in September at the end of her term. Jasvinder Sanghera continues in her role as patron for another year, and we appointed a new Patron, Jo Moseley, who will provide a complementary input and a different network of contacts to raise awareness of NWR.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Achievements and performance (continued)

b. Impact

At the end of December 2023, we had 310 groups (327 in 2022) and 4963 members (5045 in 2022), including 115 independent members (96 in 2022). Independent members not attached to any group, but they can participate in Zoom sessions, social media discussions and all events.

The retention rate for members for 2023 was 89.75% (86% in 2022) with 435 new members and 517 leavers. 1 new group was started in 2023 and 17 groups closed.

Although personal contact is an essential part of our ethos, we see online content as a valuable part of our member benefits. There were 23 online talks during 2023. Where possible, these are recorded and made available to members via the video sharing platform, YouTube. In 2023, there were 2035 YouTube viewings. Group meetings in 2023 were either face to face, or a hybrid of some members meeting face to face and others joining via Zoom. These were for discussion meetings, book groups and social meetings. There were 4 area and regional events held in 2023, which were quite well attended, but some members were still uncomfortable about attending larger gatherings. An online conference with the theme 'Alternatives' was held in September. The AGM was also held online, and attracted 151 delegates. A second NWR Walk and Talk, was held in July, with 74 groups taking part. Additionally, we held a Christmas prize draw, which attracted 272 purchases and raised additional funds for NWR.

The scanning and digitisation of our scrapbooks was completed in December 2023, using a team of student volunteers at the national office. The next steps are to display them on a dedicated website page and to deliver the originals to the Women's Library Archives. There were two printed copies of our magazine distributed in 2023. Amanda Vlietstra took over as magazine editor. Contributions, articles, memories and poems from members are welcome and the magazine is well received. Text and audio copies are available to members on the website. The magazine and wrapping are also as environmentally friendly as they can be, after a further review of its production and mailing. Another communication, the Weekly Update has an opening rate of 70%, higher than 2022 as members see the benefit and appreciate the information contained therein. Social media usage continues to increase, linking members across the country. Hashtags are #morethancoffeeandachat, #livelymindedwomen, #women, and #friendship. The themed private Facebook discussion groups, which are run and moderated by volunteer members, provide stimulating and thought provoking posts and news. They also enable programme sharing and allow members to share their thoughts and link with others across the UK.

Subscriptions had to be increased to £32 per annum in 2023, to help cover higher costs.. The adoption of direct debits continues to be encouraged and 64% of members had signed up by the end of 2023 (63% in 2022). We continue to advocate a transfer to this type of payment which saves us time and money. We have a Hardship Fund to support members on low incomes. There were no applications in 2023.

c. Investment policy and performance

Under the Memorandum and Articles of Association, the charity has the power to make any investments which the Trustees see fit. NWR has an investment policy which is regularly reviewed. The charity's investments represent share accounts held with the Charities Official Investment Fund and Newton Investments which generate annual income. The investment funds had a market value at 31 December 2023 of £87,120 (2022: £80,480)

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Financial review

a. Going concern

The trustees continue to monitor the position and the potential impact that the pandemic and current cost of living crisis may have on the Charity's operating capacity. The trustees believe that with a strong, loyal customer base and sufficient balance sheet resources, the Charity is well placed to see through the current trading uncertainty. The trustees consider that this will allow the Charity to manage this difficult situation and continue to meet its customer's requirements and on-going liabilities for the foreseeable future.

b. Reserves policy

The Reserves Fund represents the unrestricted funds arising from past operating results and amounts to £174,642 at 31 December 2023. The Articles of Association state that the financial reserves must be sufficient to cover four months' running costs. In addition the Trustees have agreed to maintain a balance of reserves to cover contingencies such as funding the national conference. Therefore, the minimum balance is currently £100,000. After excluding the value of fixed assets from the reserves, we have £131,464 to cover this. The trustees agreed to allocate amounts to specific projects and activities, as set out in the Strategic and Operational Plans 2022-2025.

Structure, governance and management

a. Constitution

NWR is a company limited by guarantee and not having a share capital, as now defined by the Companies Act 2006. It was established under a Memorandum of Association and is governed by the Articles of Association adopted. The date of incorporation was 5 September 1986. A series of amendments to the Articles of Association have been agreed over the years at the annual AGM and the changes registered with the Charity Commission. The changes have updated methods of communication, enabled us to appoint two external trustees, if we so wish, amended the quorate at General Meetings to 30 members and to allow the AGM to be held online..

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall not be less than three, nor, unless otherwise determined by a General Meeting, more than five. At the 2021 AGM a proposal to increase the total number of trustees by two to seven was agreed to enable the recruitment of external trustees. We will continue to recruit five trustees from our members.

There were five trustees in place throughout 2023. After serving as a trustee for five years, Jennifer Johnson resigned in September 2023. Deirdre McCarthy was inducted as a new trustee. Observers at trustee meetings are always welcome.

c. Organisational structure and decision-making policies

The Trustees have the ultimate responsibility for the running of NWR and for the making of decisions. The day-to-day running is delegated to the National Organiser, who manages the Finance Manager, the Membership Manager and two Membership Administrators.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Structure, governance and management (continued)

The AGM was successfully held online in September 2023.

d. Staffing

All posts are part time, with staff working from home and from the office in Buntingford.

Due to ongoing financial restraints, staff and trustees undertook no formal training during 2023. On going staff and Trustee development are important, but in 2023, training sessions on adding events to the website and using social media, were online and other personal research into various issues, utilised our membership of networking and charity organisations.

Staff and Trustees attended various conferences.

Networking with other membership and charity organisations for staff and Trustees provides support and information in a fast changing environment. NWR participates in:

- Memberwise
- Association of Chairs
- Association of Chief Executives of Voluntary Organisations (ACEVO)
- The Honorary Treasurers' Forum
- National Council of Voluntary Organisations (NCVO)
- CharityComms

e. Infrastructure

All staff work from home and from the office in Buntingford. The two staff who live in Norwich attend face to face meetings several times a year as it is important that our staff work together as a team. We continue to make extensive use of the conferencing platform Zoom, for both staff and Trustee meetings.

We continue to focus on recruitment and retention of members by improving processes to enhance this key activity. Unfortunately, we have continued to lose members and more groups have closed, but the rate has slowed and some members are returning. Group closures are due to the maturity of the members, but also a failure to recruit new members and lack of engagement with any activities outside their local group.

f. GDPR

GDPR preferences are now all in place and with the new website all members can manage their own preferences. There were no GDPR incidents reported in 2023, but agreed procedures are in place if there is an occurrence.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Plans for future periods

Our National Organiser continues to explore new ways of increasing our membership by finding markets that appeal to different age groups. Social media is of great benefit in this regard and campaigns on Google, FaceBook and Instagram have all been launched. Work is on-going with Gransnet.

Whilst we will continue to explore publicity opportunities within our budget, social media and word of mouth are our main recruiting methods. We continue with digital improvements to increase and enhance services to members and efficiency within the organisation. We are working with our digital partner, 'Tall Projects', specialists in website and CRMs, who have replaced our CRM and developed a new website. Integration is the key including online registration, event payments and subscription payments. The aim is to provide additional features such as self service and content for members and an enhanced registration facility for new enquirers. Most of these services are now operational, but we continue to work with Tall Projects to further improve our offering. Weekly and monthly newsletters continue to be sent out to all members.

We continue to encourage the take up of direct debits for membership fees. Training and support for members using Zoom continues. A new post of Regional Membership Co-ordinator has been created to support the establishment of new groups, independent members and volunteers.

In order to achieve the objectives and strategies of our plan, due regard is paid to risk analysis, to having current policies and procedures, and to staff and Trustee personal development objectives. NWR works with several outsourced suppliers for the magazine production and distribution, health and safety advice and digital and technology support. We will continue to monitor the implementation of the new Membership Engagement Plan. Monthly financial monitoring continued in 2023, after the setting of another cautious budget. We will continue to adjust tasks, operations and finances to meet needs and staff resources.

The main challenge NWR faces is its ageing membership, difficulties in recruiting new members, reliance on subscription income and adapting to the digital world.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Gillian Anne Wignall
Chairperson


.....
Janet Theresa Fuller
Treasurer

Date: 25.9.2024

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Independent examiner's report to the Trustees of National Women's Register ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

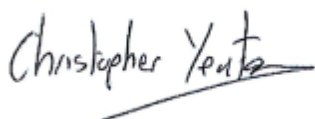
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:



Dated: 30 September 2024

Christopher Yeates FCA DChA

Larking Gowen LLP
Chartered Accountants
Norwich

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:				
Donations	3	343	343	24
Charitable activities	4	166,925	166,925	186,319
Investments	5	2,312	2,312	2,264
Total income		169,580	169,580	188,607
Expenditure on:				
Charitable activities	6	162,459	162,459	179,459
Total expenditure		162,459	162,459	179,459
Net income before net gains/(losses) on investments		7,121	7,121	9,148
Net gains/(losses) on investments		6,766	6,766	(9,569)
Net movement in funds		13,887	13,887	(421)
Reconciliation of funds:				
Total funds brought forward		160,755	160,755	161,176
Net movement in funds		13,887	13,887	(421)
Total funds carried forward		174,642	174,642	160,755

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 13 to 24 form part of these financial statements.

All income and expenditure in 2021 was unrestricted.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	10	43,178	49,348
Investments	11	87,334	80,568
		<u>130,512</u>	<u>129,916</u>
Current assets			
Debtors	12	7,544	2,359
Cash at bank and in hand		47,994	40,101
		<u>55,538</u>	<u>42,460</u>
Creditors: amounts falling due within one year	13	(11,408)	(11,621)
Net current assets		<u>44,130</u>	<u>30,839</u>
Total assets less current liabilities		<u>174,642</u>	<u>160,755</u>
Total net assets		<u><u>174,642</u></u>	<u><u>160,755</u></u>
Charity funds			
Unrestricted funds	14	174,642	160,755
Total funds		<u><u>174,642</u></u>	<u><u>160,755</u></u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2023

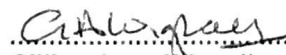
The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


.....
Gillian Anne Wignall
Chairperson
Date: 25.9.2024


.....
Janet Theresa Fuller
Treasurer
25.9.2024

The notes on pages 13 to 24 form part of these financial statements.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. General information

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £.

National Women's Register meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The income, expenditure, assets and liabilities of the charity's groups are not included in these financial statements on the basis that they have significant autonomy and the funds held by the groups are not under the direct control and management of the Trustees.

2.2 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

More specifically the following policies are adopted:

Subscription income is included in full in the Statement of Financial Activities in the financial year in which they are receivable.

Bank interest and dividends are generated from UK investments and are included in the Statement of Financial Activities on an actual basis.

Cash donations and gifts are included in full in the Statement of Financial Activities as they are received.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.3 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.4 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Office equipment	- 33% on cost and 25% on cost
Website	- 10% on cost

2.5 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.9 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

3. Income from donations

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Donations	343	343	24
	<u> </u>	<u> </u>	<u> </u>
<i>Total 2022</i>	<u>24</u>	<u>24</u>	

4. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Subscriptions	132,576	132,576	127,570
Gift Aid	22,021	22,021	18,785
National conference income	6,328	6,328	30,423
Regional and educational events income	1,243	1,243	992
Other income	4,757	4,757	8,549
	<u> </u>	<u> </u>	<u> </u>
Total 2023	<u>166,925</u>	<u>166,925</u>	<u>186,319</u>
	<u> </u>	<u> </u>	<u> </u>
<i>Total 2022</i>	<u>186,319</u>	<u>186,319</u>	

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Bank interest and dividends	2,312	2,312	2,264
	<u> </u>	<u> </u>	<u> </u>
<i>Total 2022</i>	<u>2,264</u>	<u>2,264</u>	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

6. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Organisation of groups	27,256	135,203	162,459	179,459
<i>Total 2022</i>	<i>49,818</i>	<i>129,641</i>	<i>179,459</i>	

Analysis of direct costs

	Activities 2023 £	Total funds 2023 £	Total funds 2022 £
Membership engagement	2,724	2,724	3,099
Conference	2,835	2,835	27,818
Magazine	17,015	17,015	17,471
Trustee and meeting expenses	1,576	1,576	1,327
Training and workshops	95	95	(19)
Publicity	3,011	3,011	82
Regional and educational events	-	-	40
Total 2023	27,256	27,256	49,818
<i>Total 2022</i>	<i>49,818</i>	<i>49,818</i>	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Staff costs	94,763	94,763	77,854
Depreciation and loss on disposal	6,350	6,350	6,509
Website and social media	10,875	10,875	20,218
Office costs	15,939	15,939	17,147
Insurance	2,117	2,117	1,960
Staff expenses	1,837	1,837	1,543
Accountancy and professional fees	3,322	3,322	4,410
Total 2023	<u>135,203</u>	<u>135,203</u>	<u>129,641</u>
<i>Total 2022</i>	<u>129,641</u>	<u>129,641</u>	

7. Independent examiner's remuneration

	2023 £	<i>2022 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	<u>2,400</u>	<u>2,170</u>

8. Staff costs

	2023 £	<i>2022 £</i>
Wages and salaries	92,800	76,379
Social security costs	115	170
Contribution to defined contribution pension schemes	1,848	1,305
	<u>94,763</u>	<u>77,854</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

8. Staff costs (continued)

The average number of persons employed by the Company during the year was as follows:

2023	<i>2022</i>
5	<i>5</i>
<u><u>5</u></u>	<u><u>5</u></u>

No employee received remuneration amounting to more than £60,000 in either year.

Total employee benefits of key management personnel were £31,571 (2022: £13,077).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - *£NIL*).

During the year ended 31 December 2023, expenses were reimbursed or paid directly to 3 Trustees (2022 - *to 4 Trustees*) broken down as follows:

	2023	<i>2022</i>
	£	<i>£</i>
Trustee expenses	232	<i>472</i>
	<u><u>232</u></u>	<u><u>472</u></u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10. Tangible fixed assets

	Office equipment £	Website £	Total £
Cost or valuation			
At 1 January 2023	7,740	55,900	63,640
Additions	180	-	180
At 31 December 2023	<u>7,920</u>	<u>55,900</u>	<u>63,820</u>
Depreciation			
At 1 January 2023	6,839	7,453	14,292
Charge for the year	760	5,590	6,350
At 31 December 2023	<u>7,599</u>	<u>13,043</u>	<u>20,642</u>
Net book value			
At 31 December 2023	<u>321</u>	<u>42,857</u>	<u>43,178</u>
At 31 December 2022	<u>901</u>	<u>48,447</u>	<u>49,348</u>

11. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2023	80,568
Revaluations	6,766
At 31 December 2023	<u>87,334</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

12. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	324	-
Other debtors	2,279	-
Prepayments and accrued income	4,941	2,359
	<u>7,544</u>	<u>2,359</u>

13. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	546	442
Other taxation and social security	4,688	7,433
Pension contributions due	348	343
Other creditors	2,409	1,233
Accruals and deferred income	3,417	2,170
	<u>11,408</u>	<u>11,621</u>

	2023 £	2022 £
Resources deferred during the year	<u>790</u>	<u>-</u>

Income received for events in future periods is deferred at the year end.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2023 £
Unrestricted funds					
General Funds	160,755	169,580	(162,459)	6,766	174,642

Statement of funds - prior year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
Unrestricted funds						
Designated funds						
Conference funds	-	30,423	(27,818)	(2,605)	-	-
General funds						
General Funds	161,176	158,184	(151,641)	2,605	(9,569)	160,755
Total Unrestricted funds	161,176	188,607	(179,459)	-	(9,569)	160,755

Prior to 2022, a designated fund was held within unrestricted funds to be used solely on future Conference activities and represents net surpluses made from previous Conferences to be used as a when required. The Conference in 2021 made a net loss of £20,203 and therefore additional funds were transferred from the general fund to cover the negative balance arising on the designated fund at the end of the year. It is the Charity's intention to recover this deficit from future Conferences. The 2022 Conference generated a surplus of £2,605 and the 2023 Conference generated a surplus of £3,062. This is no longer shown as a designated fund as all profits will be recognised within the general fund until the previous deficit is cleared.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	43,178	43,178
Fixed asset investments	87,334	87,334
Current assets	55,538	55,538
Creditors due within one year	(11,408)	(11,408)
Total	<u>174,642</u>	<u>174,642</u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	49,348	49,348
Fixed asset investments	80,568	80,568
Current assets	42,460	42,460
Creditors due within one year	(11,621)	(11,621)
Total	<u>160,755</u>	<u>160,755</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

16. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £1,848 (2022 - £1,305). £348 was due to be paid to the fund at the balance sheet date (2022: £343).

17. Operating lease commitments

At 31 December 2023 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2023	2022
	£	£
Operating lease rentals	-	146
	<u> </u>	<u> </u>

18. Related party transactions

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 December 2023.

Accounts

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 8
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11 - 12
Notes to the financial statements	13 - 24

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Trustees	Gillian Anne Wignall, Chair Ann Fox Janet Theresa Fuller, Treasurer Josephine Mary Burt (resigned 9 October 2022) Kathleen Jennifer Johnson Marion Alexis Watts (appointed 9 October 2022)
Company registered number	02053063
Charity registered number	295198
Registered office	Unit 31 Park Farm Industrial Estate Ermine Street Buntingford SG9 9AZ
Accountants	Larking Gowen LLP Chartered Accountants Prospect House Rouen Road Norwich NR1 1RE

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees present their annual report together with the financial statements of the Company for the 1 January 2022 to 31 December 2022. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The charity is principally engaged in the organisation of groups offering women the opportunity to take part in stimulating, informal discussions, workshops and conferences on a wide range of topics both locally and online. A register of Local Organisers and Members and a website is maintained to enable members and enquirers to find out about and contact any local NWR group throughout the United Kingdom or abroad. We also support independent members who do not belong to any group but who may participate in online discussions and events.

The Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the NWR should undertake.

b. Main activities undertaken to further the Company's purposes for the public benefit

In our purpose we aim to offer public benefit in the following categories:

- The advancement of education through discussion topics in group programmes, national themes and countries and various national, regional and area events held
- The advancement of health by discussing various health issues and sharing information and promoting a sense of connection and friendship between women
- The advancement of citizenship or community development by being open to all women, respectful, friendly, interested in all issues and welcoming local speakers to inform and lead discussions
- The advancement of arts, culture, heritage or science by running book groups, visits to arts venues, exploring other countries and researching current topics
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity by researching, discussing and understanding others' points of view.

Our social impact is the welcome we offer all women and the opportunities for learning and enhancing self-esteem. Being part of a local community group and national organisation foster personal growth and understanding. In today's social landscape NWR contributes to the loneliness and mental health agendas, helping all women, including potentially isolated women or those with mental illnesses, to make friends, share ideas and be part of their local community.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Achievements and performance

a. Charitable activities

The main activity of the organisation centres is the regular meetings of local groups attended by members. This is supplemented by a wide range of area and regional events including conferences, discussion lunches (usually with speakers), quizzes and visits. These activities help our members by connecting them with each other and by presenting the opportunity for thought provoking and educational experiences that enrich their lives.

The beginning of 2022 was slightly affected by the coronavirus restrictions, but as the year progressed, these were gradually lifted and groups began to meet indoors again, although some members remained cautious about meeting face-to-face. The National Organiser continued to research and commission talks and quizzes during the year, accessed by the conferencing platform Zoom. This continued to enable our connections with other members across the country. When the speaker gives permission, we record the talk and make it available to members via YouTube. The online offering continued to be appreciated by members, in particular the much increased number of Independent members.

Many local groups continued with Zoom as a way of staying connected, in addition to recommencing their planned discussion and book group discussions. Some groups continued with a hybrid of some members meeting face to face and others joining by Zoom. Nationally, we continued to subscribe to the Zoom licences, enabling groups to book sessions, and many took advantage of this free offer. Four areas organised day conferences.

In 2022 the national theme was 'Our evolving relationship with food' and our focus country was the USA. This allowed groups and members many opportunities to explore these topics and develop their knowledge.

The 2022 National Conference and AGM took place in September in Newcastle. The theme of the conference was 'Insatiable Consumption'. There was a wide variety of interesting speakers and it was attended by more than 220 members.

The two online groups for discussions, set up in 2021, continue to attract independent and group members. They organise their own programme of discussion topics. We have two special interest groups to bring members together across the UK – the Postal book group, and the Correspondence magazine/e-mags. Once again, the Telephone Treasure Trail proved popular with 272 groups participating in a challenging but enjoyable quiz.

We continue to promote our mission of bringing women together via social media channels. We have NWR Facebook, Twitter, Instagram and Pinterest accounts for marketing.

We encourage volunteers, who bring enthusiasm as well as experience and knowledge of the organisation, to take on roles within NWR. Reciprocally, this offers opportunities to continue to develop self-esteem and enhance skills, particularly digital skills. In 2022, our National Organiser became ill and she resigned in June. The Office staff did a sterling job filling the void left by her resignation until we appointed a new NO, who started work in September.

Raising awareness of NWR to increase members continues to be a key priority. Our first patron, Marion Molteno, left in September at the end of her term. Jasvinder Sanghera continues in her role as patron, and we appointed Jo Moseley, who will provide a complementary input and a different network of contacts to raise awareness of NWR.

A new, brighter and more modern website was launched in October 2021 and we continue to work with the web designers to further improve it. This design has enhanced features for members to enable more self service for members and easier joining and payment for new enquirers.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Achievements and performance (continued)

b. Impact

At the end of December 2022, we had 329 groups and 5032 members, including 96 independent members. Independent members are not attached to any group, but they can participate in Zoom sessions, social media discussions and all events.

The retention rate for members for 2022 was 86% (85% in 2021) with 440 new members and 750 leavers. Of the new members, 177 were members who had previously left NWR. 4 new groups were started in 2022 and 21 groups closed. There were 8 talks and quizzes offered in 2022 with average attendances of 71 members.

These numbers are much lower than 2021 as our members went back to face to face meetings. We see online content as a valuable part of our member benefits, but personal contact is an essential part of our ethos and we were all very happy to return to that. Group meetings in 2022 were either face to face, or a hybrid of some members meeting face to face and others joining via Zoom. These were for discussion meetings, book groups and social meetings. Some of the online talks are recorded and made available to members via the video sharing platform, YouTube. In 2022 there were 1359 viewings and 138.5 hours watched. There were 4 area and regional events held in 2022, which were quite well attended, but some members were still uncomfortable about attending larger gatherings. A new event, designed to bring groups together, was the NWR Walk. 122 groups took part and their members walked a total of more than 5,000 miles in 250 walks. This was a fantastic level of participation. The Annual Conference was held in Newcastle and it was a great success, with 220 members attending. The theme of Insatiable Consumption was thoroughly explored. Additionally, we held a Christmas prize draw, which attracted 331 purchases and raised funds for NWR.

The Scrapbook project is progressing and we now have 7 scrapbooks, with a total of 640 pages, awaiting digitisation. Another national anniversary initiative was the tree purchase in association with The Woodland Trust. A total of 815 trees were bought, and they were planted in 2022. There were two printed copies of our magazine distributed in 2022. Contributions, articles, memories and poems from members are welcome and the magazine is well received. Text and audio copies are available to members on the website. The magazine and wrapping are also as environmentally friendly as they can be, after a further review of its production and mailing. Another communication, the Weekly Update has an opening rate of 69% and a click through rate of 14.3%, both higher than 2021 as members see the benefit and appreciate the information contained therein. Social media usage continues to increase, linking members across the country. Hashtags are #morethancoffeeandachat, #livelymindedwomen, #women, and #friendship. The themed private Facebook discussion groups, run and moderated by volunteer members, provide stimulating and thought provoking posts and news. They also enable programme sharing and allow members to share their thoughts and link with others across the UK.

Subscriptions were increased to £30 per annum in 2022. The adoption of direct debits continues to be encouraged and 63% of members had signed up by the end of 2022 (59% in 2021). We continue to advocate a transfer to this type of payment which saves us time and money. We have a Hardship Fund to support members on low incomes. There were no applications in 2022.

c. Investment policy and performance

Under the Memorandum and Articles of Association, the charity has the power to make any investments which the Trustees see fit. NWR has an investment policy which is regularly reviewed. The charity's investments represent share accounts held with the Charities Official Investment Fund and Newton Investments which generate annual income. The investment funds had a market value at 31 December 2022 of £80,568 (2021: £90,137)

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Financial review

a. Going concern

The trustees continue to monitor the position and the potential impact that the pandemic and current cost of living crisis may have on the Charity's operating capacity. The trustees believe that with a strong, loyal customer base and sufficient balance sheet resources, the Charity is well placed to see through the current trading uncertainty. The trustees consider that this will allow the Charity to manage this difficult situation and continue to meet its customer's requirements and on-going liabilities for the foreseeable future.

b. Reserves policy

The Reserves Fund represents the unrestricted funds arising from past operating results and amounts to £160,755 at 31 December 2022. The Articles of Association state that the financial reserves must be sufficient to cover four months' running costs. In addition the Trustees have agreed to maintain a balance of reserves to cover contingencies such as funding the national conference. Therefore, the minimum balance is currently £100,000. After excluding the value of fixed assets from the reserves, we have £111,407 to cover this. The trustees agreed to allocate amounts to specific projects and activities, as set out in the Strategic and Operational Plans 2022-2025.

Structure, governance and management

a. Constitution

NWR is a company limited by guarantee and not having a share capital, as now defined by the Companies Act 2006. It was established under a Memorandum of Association and is governed by the Articles of Association adopted. The date of incorporation was 5 September 1986. A series of amendments to the Articles of Association have been agreed over the years at the annual AGM and the changes registered with the Charity Commission. The changes have updated methods of communication and have enabled us to appoint two external trustees, if we so wish.

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall not be less than three, nor, unless otherwise determined by a General Meeting, more than five. At the 2021 AGM a proposal to increase the total number of trustees by two to seven was agreed to enable the recruitment of external trustees. We will continue to recruit five trustees from our members.

There were five trustees in place throughout 2022. Josephine Burt completed her term of office in September 2022 and Gill Wignall replaced her as Chair of Trustees. Marion Watts was inducted as a new trustee. Observers at trustee meetings are always welcome.

c. Organisational structure and decision-making policies

The Trustees have the ultimate responsibility for the running of NWR and for the making of decisions. The day-to-day running is delegated to the National Organiser, who manages the Finance Manager, the Membership Manager and two Membership Administrators.

The AGM was successfully held at the National Conference, in Newcastle, in September 2022.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Structure, governance and management (continued)

d. Staffing

Total work hours during 2021 fluctuated due to sick leave, resignations and appointments. All posts are part-time. During 2022 staff worked from home and from the office in Buntingford. The Communications Coordinator was not replaced.

Due to financial restraints, staff and trustees undertook no formal training during 2022. On going staff and Trustee development are important, but in 2022, training sessions on adding events to the website and using social media, were online and other personal research into various issues, utilised our membership of networking and charity organisations.

Staff and Trustees attended the National Conference.

Networking with other membership and charity organisations for staff and Trustees provides support and information in a fast changing environment. NWR participates in:

- Memberwise
- Association of Chairs
- Association of Chief Executives of Voluntary Organisations (ACEVO)
- The Honorary Treasurers' Forum
- National Council of Voluntary Organisations (NCVO)
- CharityComms

e. Infrastructure

All staff work from home and from the office in Buntingford. The two staff who live in Norwich attend face to face meetings several times a year as it is important that our staff work together as a team. We continue to make extensive use of the conferencing platform Zoom, for both staff and Trustee meetings.

We continue to focus on recruitment and retention of members by improving processes to enhance this key activity. Unfortunately, we have continued to lose members and more groups have closed, but the rate has slowed and some members are returning. Group closures are due to the maturity of the members, failure to recruit new members and often lack of engagement with any activities outside their local group.

f. GDPR

GDPR preferences are now all in place and with the new website all members can manage their own preferences. There were no GDPR incidents reported in 2022, but agreed procedures are in place if there is an occurrence.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Plans for future periods

Due to the long term sickness of our National Organiser some plans for 2022 had to be put on hold. Despite the lack of leadership, the members of the 2022 national conference committee, aided by the national office, did a great job, and a very successful conference was held in Northumbria University in Newcastle. Weekly newsletters and a bi monthly activities publication have been maintained.

While we will continue to explore publicity opportunities within our budget, social media and word of mouth are our main recruiting methods. We continue with digital improvements to increase and enhance services to members and efficiency within the organisation. We are working with our digital partner, 'Tall Projects', specialists in website and CRMs, who have replaced our CRM and developed a new website. Integration is the key including online registration, event payments and subscription payments. The aim is to provide additional features such as self service and content for members and an enhanced registration facility for new enquirers. Most of these services are now operational, but we continue to work with Tall Projects to further improve our offering.

We continue to encourage the take up of direct debits for membership fees. Training and support for members using Zoom continues. The trial of Regional Membership Coordinators was not a success and has been abandoned, but a new post of Membership Manager has been created to support the establishment of new groups and independent members.

Due regard is paid to risk analysis, to having current policies and procedures and staff and Trustee personal development objectives to achieve the plan. NWR works with several outsourced suppliers for the magazine production and distribution, human resources advice and support and digital and technology support. We will continue to monitor the implementation of the new Membership Engagement Plan. Monthly financial monitoring continued in 2022, after the setting of a cautious budget. We will adjust tasks, operations and finances to meet needs and staff resources.

The main challenge NWR faces is its ageing membership, difficulties in recruiting new members, reliance on subscription income and adapting to the digital world.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

Statement of Trustees' responsibilities

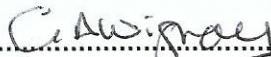
The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Gillian Anne Wignall
Chairperson


.....
Janet Theresa Fuller
Treasurer

Date: 10.6.23

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

Independent examiner's report to the Trustees of National Women's Register ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 December 2022.

Responsibilities and basis of report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

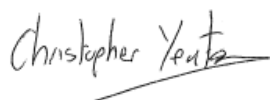
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:



Christopher Yeates FCA DChA

Larking Gowen LLP
Chartered Accountants
Norwich
27 June 2023

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:				
Donations	3	24	24	66
Charitable activities	4	186,319	186,319	170,134
Investments	5	2,264	2,264	2,216
Total income		188,607	188,607	172,416
Expenditure on:				
Charitable activities	6	179,459	179,459	240,022
Total expenditure		179,459	179,459	240,022
Net income/(expenditure) before net (losses)/gains on investments		9,148	9,148	(67,606)
Net (losses)/gains on investments	11	(9,569)	(9,569)	11,477
Net movement in funds		(421)	(421)	(56,129)
Reconciliation of funds:				
Total funds brought forward		161,176	161,176	217,305
Net movement in funds		(421)	(421)	(56,129)
Total funds carried forward		160,755	160,755	161,176

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 13 to 24 form part of these financial statements.

All income and expenditure in 2021 was unrestricted.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	10	49,348	55,856
Investments	11	80,568	90,136
		<u>129,916</u>	<u>145,992</u>
Current assets			
Debtors	12	2,359	3,096
Cash at bank and in hand		40,101	25,018
		<u>42,460</u>	<u>28,114</u>
Creditors: amounts falling due within one year	13	(11,621)	(12,930)
Net current assets		<u>30,839</u>	<u>15,184</u>
Total assets less current liabilities		<u>160,755</u>	<u>161,176</u>
Total net assets		<u><u>160,755</u></u>	<u><u>161,176</u></u>
Charity funds			
Unrestricted funds	14	160,755	161,176
Total funds		<u><u>160,755</u></u>	<u><u>161,176</u></u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2022

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Gillian Anne Wignall
Chairperson
Date: 12.6.23

.....
Janet Theresa Fuller
Treasurer

The notes on pages 13 to 24 form part of these financial statements.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1. General information

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £.

National Women's Register meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The income, expenditure, assets and liabilities of the charity's groups are not included in these financial statements on the basis that they have significant autonomy and the funds held by the groups are not under the direct control and management of the Trustees.

2.2 Going concern

The trustees continue to monitor the position and the potential impact that the pandemic and current cost of living crisis may have on the Charity's operating capacity. The trustees believe that with a strong, loyal customer base and sufficient balance sheet resources, the Charity is well placed to see through the current trading uncertainty. The trustees consider that this will allow the Charity to manage this difficult situation and continue to meet its customer's requirements and on-going liabilities for the foreseeable future.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

More specifically the following policies are adopted:

Subscription income is included in full in the Statement of Financial Activities in the financial year in which they are receivable.

Bank interest and dividends are generated from UK investments and are included in the Statement of Financial Activities on an actual basis.

Cash donations and gifts are included in full in the Statement of Financial Activities as they are received.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.4 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Office equipment	- 33% on cost and 25% on cost
Website	- 10% on cost

2.6 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.10 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

3. Income from donations

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Donations	24	24	66
<i>Total 2021</i>	66	66	

4. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Subscriptions	127,570	127,570	111,509
Gift Aid	18,785	18,785	23,573
National conference income	30,423	30,423	23,443
Regional and educational events income	992	992	3,917
Other income	8,549	8,549	7,692
Total 2022	186,319	186,319	170,134
<i>Total 2021</i>	170,134	170,134	

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Bank interest and dividends	2,264	2,264	2,216
<i>Total 2021</i>	2,216	2,216	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

6. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Organisation of groups	49,818	129,641	179,459	240,022
<i>Total 2021</i>	<i>90,147</i>	<i>149,875</i>	<i>240,022</i>	

Analysis of direct costs

	Activities 2022 £	Total funds 2022 £	Total funds 2021 £
Membership engagement	3,099	3,099	14,883
Conference	27,818	27,818	43,646
Magazine	17,471	17,471	18,142
Trustee and meeting expenses	1,327	1,327	2,326
Training and workshops	(19)	(19)	175
Publicity	82	82	-
Regional and educational events	40	40	4,016
Strategic Initiative	-	-	6,632
Bad debts	-	-	327
Total 2022	49,818	49,818	90,147
<i>Total 2021</i>	<i>90,147</i>	<i>90,147</i>	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Staff costs	77,854	77,854	99,370
Depreciation and loss on disposal	6,509	6,509	3,547
Website and social media	20,218	20,218	9,475
Office costs	17,147	17,147	22,904
Insurance	1,960	1,960	2,078
Recruitment costs	-	-	1,141
Staff expenses	1,543	1,543	6,171
Accountancy and professional fees	4,410	4,410	5,189
Total 2022	<u>129,641</u>	<u>129,641</u>	<u>149,875</u>
<i>Total 2021</i>	<u>149,875</u>	<u>149,875</u>	

7. Independent examiner's remuneration

	2022 £	<i>2021 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	2,170	2,045
Fees payable to the Company's independent examiner in respect of: All taxation advisory services not included above	<u>-</u>	<u>200</u>

8. Staff costs

	2022 £	<i>2021 £</i>
Wages and salaries	76,379	96,445
Social security costs	170	1,252
Contribution to defined contribution pension schemes	1,305	1,673
	<u>77,854</u>	<u>99,370</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

8. Staff costs (continued)

The average number of persons employed by the Company during the year was as follows:

2022	<i>2021</i>
5	<i>7</i>
<u><u>5</u></u>	<u><u>7</u></u>

No employee received remuneration amounting to more than £60,000 in either year.

Total employee benefits of key management personnel were £13,077 (2021: £23,556).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - *£NIL*).

During the year ended 31 December 2022, expenses were reimbursed or paid directly to 4 Trustees (2021 - *to 1 Trustee*) broken down as follows:

	2022	<i>2021</i>
	£	<i>£</i>
Trustee expenses	472	<i>84</i>
	<u><u>472</u></u>	<u><u>84</u></u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

10. Tangible fixed assets

	Office equipment £	Website £	Total £
Cost or valuation			
At 1 January 2022	7,740	55,900	63,640
At 31 December 2022	7,740	55,900	63,640
Depreciation			
At 1 January 2022	5,921	1,863	7,784
Charge for the year	918	5,590	6,508
At 31 December 2022	6,839	7,453	14,292
Net book value			
At 31 December 2022	901	48,447	49,348
At 31 December 2021	1,819	54,037	55,856

11. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2022	90,137
Revaluations	(9,569)
At 31 December 2022	80,568

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

12. Debtors

	2022 £	<i>2021</i> £
Due within one year		
Prepayments and accrued income	2,359	3,096
	<u>2,359</u>	<u>3,096</u>

13. Creditors: Amounts falling due within one year

	2022 £	<i>2021</i> £
Trade creditors	442	1,386
Other taxation and social security	7,433	7,186
Pension contributions due	343	244
Other creditors	1,233	1,869
Accruals and deferred income	2,170	2,245
	<u>11,621</u>	<u>12,930</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
Unrestricted funds						
Designated funds						
Conference funds	-	30,423	(27,818)	(2,605)	-	-
General funds						
General Funds	161,176	158,184	(151,641)	2,605	(9,569)	160,755
Total Unrestricted funds	161,176	188,607	(179,459)	-	(9,569)	160,755

Statement of funds - prior year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2021 £
Unrestricted funds						
Designated funds						
Conference funds	6,766	23,443	(43,646)	13,437	-	-
General funds						
General Funds	210,539	148,973	(196,376)	(13,437)	11,477	161,176
Total Unrestricted funds	217,305	172,416	(240,022)	-	11,477	161,176

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

14. Statement of funds (continued)

Prior to 2022, a designated fund was held within unrestricted funds to be used solely on future Conference activities and represents net surpluses made from previous Conferences to be used as a when required. The Conference in 2021 made a net loss of £20,203 and therefore additional funds were transferred from the general fund to cover the negative balance arising on the designated fund at the end of the year. It is the Charity's intention to recover this deficit from future Conferences. The 2022 Conference generated a surplus of £2,605.

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	49,348	49,348
Fixed asset investments	80,568	80,568
Current assets	42,460	42,460
Creditors due within one year	(11,621)	(11,621)
Total	<u>160,755</u>	<u>160,755</u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	55,856	55,856
Fixed asset investments	90,136	90,136
Current assets	28,114	28,114
Creditors due within one year	(12,930)	(12,930)
Total	<u>161,176</u>	<u>161,176</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

16. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £1,305 (2021 - £1,673). £343 was due to be paid to the fund at the balance sheet date (2021: £244).

17. Operating lease commitments

At 31 December 2022 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	<i>2021</i> £
Not later than 1 year	-	146

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2022 £	<i>2021</i> £
Operating lease rentals	146	585

18. Related party transactions

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 December 2022.

Accounts

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12 - 13
Notes to the financial statements	14 - 25

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Trustees Josephine Mary Burt, Chair
Kathleen Jennifer Johnson
Gillian Anne Wignall, Treasurer
Ann Fox
Janet Theresa Fuller

Company registered number 02053063

Charity registered number 295198

Registered office Unit 31
Park Farm Industrial Estate
Ermine Street
Buntingford
SG9 9AZ

Accountants Larking Gowen LLP
Chartered Accountants
King Street House
15 Upper King Street
Norwich
NR3 1RB

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees present their annual report together with the financial statements of the Company for the 1 January 2021 to 31 December 2021. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The charity is principally engaged in the organisation of groups offering women the opportunity to take part in stimulating, informal discussions, workshops and conferences on a wide range of topics both locally and online. A register of Local Organisers and Members and a website is maintained to enable members and enquirers to find out about and contact any local NWR group throughout the United Kingdom or abroad. We also support independent members who do not belong to any group but who may participate in online discussions and events.

The Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the NWR should undertake.

b. Main activities undertaken to further the Company's purposes for the public benefit

In our purpose we aim to offer public benefit in the following categories:

- The advancement of education through discussion topics in group programmes, national themes and countries and various national, regional and area events held
- The advancement of health by discussing various health issues and sharing information and promoting a sense of connection and friendship between women
- The advancement of citizenship or community development by being open to all women, respectful, friendly, interested in all issues and welcoming local speakers to inform and lead discussions
- The advancement of arts, culture, heritage or science by running book groups, visits to arts venues, exploring other countries and researching current topics
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity by researching, discussing and understanding others' points of view.

Our social impact is the welcome we offer all women and the opportunities for learning and enhancing self-esteem. Being part of a local community group and national organisation foster personal growth and understanding. In today's social landscape NWR contributes to the loneliness and mental health agendas, helping potentially isolated women or those with mental illnesses to make friends, share ideas and be part of their local community.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Achievements and performance

a. Charitable activities

The main activity of the organisation centres on the regular meetings of local groups attended by members. This is supplemented by a wide range of area and regional events including discussion lunches (usually with speakers), quizzes and visits. These activities help our members by connecting them with each other and by presenting the opportunity for thought-provoking and educational experiences that enriches their lives.

2021 was again a year affected by the coronavirus with restrictions about meeting up and travelling which has restricted NWR activity. While some groups managed outdoor meetings with groups of six during the summer, and some groups met cautiously indoors with limited numbers, other groups remained firmly closed. However, the National Organiser researched and commissioned a series of talks and quizzes during the year, accessed by the conferencing platform Zoom which enabled us to connect with other members across the country. When the speaker gives permission, we record the talk and make it available to members via YouTube. In the summer national discussions sessions aimed at independent members were also successfully trialled.

Many local groups continued with Zoom as a way of staying connected and recommenced their planned discussion and book group discussions. Some groups managed a hybrid of some members meeting face to face and others joining by Zoom. Nationally we expanded the Zoom licences to 5 to enable groups to book a session and many took advantage of this free offer.

In 2021 the national theme was 'Diamonds are forever' and our focus country was Spain. This allowed groups and members many opportunities to explore these topics and develop their knowledge.

The 2021 National Conference took place in September in Birmingham and was an 'anniversary plus one' conference. We also held an Online conference via Zoom in April with eight speakers and two fun events.

To enhance connection we set up two online groups for discussions in 2021. This attracts independent and group members and now has its own programme of discussion topics.

We have two special interest groups to bring members together across the UK – the Postal book group, and Correspondence magazines and e-mags. Once again, the Telephone Treasure Trail proved popular with 283 groups participating in a challenging but enjoyable quiz.

We continue to promote our mission of bringing women together via social media channels. We have NWR Facebook, Twitter and Pinterest accounts for marketing.

We encourage volunteers who bring enthusiasm as well as experience and knowledge of the organisation to take on roles within NWR. In 2021 these included four new staff, and changes of area and local organisers. Reciprocally, NWR offers the opportunities to continue to develop self-esteem and enhance skills, particularly digital skills. We relocated the office from Norwich to Buntingford, Herts, in 2021 and launched a new CRM and website to support the organisation and add value to membership.

Raising awareness of NWR to increase members continues to be a key priority. Our patron, Marion Molteno, a prize-winning novelist and writer, provided interviews via Zoom. All sessions were well received and well attended. Additionally, we appointed a second patron, Jasvinder Sanghera in July 2021 who will provide a complementary input and a different network of contacts to raise awareness of NWR.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Achievements and performance (continued)

A new brighter and more modern website was launched in October 2021. This design has enhanced features for members to enable more self-service for members and easier joining and payment for new enquirers.

b. Impact

In normal times there would be approximately 10,000 meetings held per year bringing together 5,260 (December 2021) members in 350 groups. In 2021 groups and members made their own arrangements via Zoom, Skype, WhatsApp, phone and email to keep in contact. The year also saw a further increase of independent members to 98 (from 59 in 2020). These are members not attached to any group but who can participate in Zoom sessions, social media discussions and events.

The retention rate for members for 2021 was 85% (87% in 2020) with 346 new members (210 in 2020) and 868 leavers (825 in 2020). The South East, Midlands and South West regions have consistently shown the highest number of members. No new groups were started in 2021 and 9 groups closed. There were 39 talks and quizzes offered in 2021 with average attendances of 261 members. Feedback survey ratings of satisfaction averaged 4.42 (out of 5). Such is the swift adoption and technical mastery of Zoom by members that the licence is for 1,000 participants. It is pleasing to see how engagement with NWR as a national organisation has increased during Covid times. Groups continued to hold online meetings in 2021 either wholly online or a hybrid of some members meeting face-to-face and others joining via Zoom. These were for discussion meetings, book groups and social meetings. Some of the talks are recorded and made available to members via the video sharing platform, YouTube. Between January and April 2021 there were 2241 viewings (2,284 for 8 months in 2020) and 606 hours watched (575 in 2020). A separate online conference held in April was again considered highly successful and 1686 bookings over the week by 799 members participating and 92% of them rating the talk excellent or very good. There were no area or regional events held in 2021. We extended our anniversary celebrations into 2021 with the Birmingham conference rescheduled for September as 'Diamonds are forever'. This was attended by 164 members, a smaller number of members than usual. Additionally, a diamond prize draw was held which attracted 854 purchases and raised funds for NWR.

The Scrapbook project progressed slowly due to coronavirus restrictions on meeting and will continue in 2022. It involved all groups in recording a history of their group across two A3 pages. The benefit is in recalling group history and the transfer of the regional scrapbooks between groups which brings local groups together. Another national anniversary initiative was the tree purchase in association with The Woodland Trust. A total of 815 trees were bought which will be planted in 2022. The impact is that members' appreciation of and identification with the national aspect of the organisation, of which they are a part, has greatly increased. The twice-yearly magazine had an additional digital issue in July 2021. Contributions, articles, memories and poems from members are welcome and the magazine is well received. Text and audio copies are available to members on the website. The magazine and wrapping are also as environmentally friendly as they can be after a review of its production and mailing. Another communication, the Weekly Update has an opening rate of 60% and a click through rate of 5.19%. Social media usage continues to increase and links members across the country, hashtags are #morethancoffeeandachat, #livelymindedwomen, #women, and #friendship. The themed private Facebook discussion groups, run and moderated by members, provide stimulating and thought-provoking posts and news. They also enable programme sharing and allow members to share their thoughts and link with others across the UK.

Subscriptions remained at £25 per annum this year for the third year. The adoption of direct debits continues to be encouraged and 59% of members had signed up by the end of 2021 (50% in 2020). We continue to advocate a transfer to this type of payment which saves us time and money. We have a Hardship Fund to support members on low incomes. There were no applications in 2021.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Achievements and performance (continued)

c. Investment policy and performance

Under the Memorandum and Articles of Association, the charity has the power to make any investments which the Trustees see fit. NWR has an investment policy which is regularly reviewed. The charity's investments represent share accounts held with the Charities Official Investment Fund and Newton Investments which generate annual income. The investment funds had a market value at 31 December 2021 of £90,136 (2020: £78,659)

Financial review

a. Going concern

At the time of signing the financial statements, the Trustees have considered the potential impact of the Coronavirus outbreak on the Charity. The Trustees continue to monitor the position and the potential impact that this may have on both the general economic climate and the Charity's operating capacity. The Trustees believe that with a strong loyal customer base and sufficient balance sheet resources the Charity is well placed to see through the current trading uncertainty. The Trustees consider that this will allow the Charity to manage this difficult situation and continue to meet its customer's requirements and ongoing liabilities for the foreseeable future.

b. Reserves policy

The Reserves Fund represents the unrestricted funds arising from past operating results. The Articles of Association state that the financial reserves must be sufficient to cover four months' running costs. In addition the Trustees have agreed to maintain a balance of reserves to cover contingencies such as funding the national conference. Therefore, the minimum balance is currently £100,000 and we have £105,320 to cover this. The trustees agreed to allocate amounts to specific projects e.g. the anniversary events and activities, website, CRM and branding, staffing and relocation as set out in the Strategic and Operational Plans 2019-2022.

Structure, governance and management

a. Constitution

NWR is a company limited by guarantee and not having a share capital, as now defined by the Companies Act 2006. It was established under a Memorandum of Association and is governed by the Articles of Association adopted. The date of incorporation was 5 September 1986. A series of amendments to the Articles of Association have been agreed over the years at the annual AGM and the changes registered with the Charity Commission. The changes, especially updating the methods of communication, meant that we were well placed to operate effectively during the lockdown.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall not be less than three, nor, unless otherwise determined by a General Meeting, more than five. At the 2021 AGM a proposal to increase the total number of trustees by two to seven was agreed with to enable the recruitment of external trustees. We will continue to recruit five trustees from our members.

There were five trustees in place throughout 2021. No new trustees were recruited in 2021. Observers at trustee meetings are always welcome.

c. Organisational structure and decision-making policies

The Trustees have the ultimate responsibility for the running of NWR and for the making of decisions. The day-to-day running is delegated to the National Organiser, Natalie Punter, who manages the Communications Coordinator, the Finance Manager, a Regional Membership Co-ordinator and two Membership Administrators in the office.

The Trustees undertook a review of governance guided by the Charity Governance Code during the year.

The AGM was successfully held at the National Conference Centre in Birmingham in September with additional members joining via Zoom.

d. Staffing

Total work hours during 2021 fluctuated due to sick leave, temporary staff and appointments. All posts are part-time. During 2021 staff mostly worked from home due to coronavirus advice. The Communications Coordinator resigned in Oct 2021 and has not yet been replaced.

A staff and trustees Awayday was held in July 2021 to start the process of developing a new Strategy and Membership Engagement Plan for 2022-2025.

On-going staff and Trustee development are important, and the events attended in 2021 are:

- Josephine Burt, Trustee, attended 11 zoom webinars on membership topics, communications, governance and chairing etc.
- Gill Wignall, Trustee and Treasurer, attended the Honorary Treasurer's Forum
- All Trustees receive the 'Governance and Leadership' magazine published by The Civil Society five times per year
- Natalie Punter, National Organiser, became a fellow of the Royal Society for the Arts in 2020. She also attended a Covid 19 briefing, a Memberwise session, undertook private study on PR and marketing and several self-directed tutorials on zoom
- Chris Allison, Finance Manager, attended 36 hours of training on the Charity Finance conference, HMRC furlough scheme, cyber threats and security and technology for home working.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Structure, governance and management (continued)

Cath Heslop, Regional Membership Coordinator attended a webinar 'Ensuring Your Member Onboarding Journey Gets Results'

Sharon Gibbs, Membership Administrator, attended 'The role of comms in building an anti-racist brand'.

All staff attended the National Conference and most staff attended NWR website training, Sheep CRM training in November and December

Networking with other membership and charity organisations for staff and Trustees provides support and information in a fast-changing environment. NWR participates in:

- Memberwise
- Association of Chairs
- Association of Chief Executives of Voluntary Organisations (ACEVO)
- The Honorary Treasurers' Forum
- The Civil Society
- National Council of Voluntary Organisations (NCVO)
- CharityComms

e. Infrastructure

We relocated the office in January 2021 from Norwich to Hertfordshire so that staff could work together more effectively. However, with the threat of coronavirus and continuing restrictions most staff worked the majority of their time from home. We made extensive use of the conferencing platform Zoom for staff and Trustee meetings.

We continue to focus on recruitment and retention of members by improving processes to enhance this key activity. Due to the continuing closure of local group meetings, staff worked creatively to provide other activities to add value to membership. Unfortunately, we continued to lose members who found technology challenging or whose groups closed so membership continued to fall during this year. Group closure is mainly due to the maturity of the members, failure to recruit new members and often lack of engagement with any activities outside their local group.

f. GDPR

GDPR preferences are now all in place and with the new website all members can manage their own preferences. There were no GDPR incidents reported in 2021, but agreed procedures are in place if there is an occurrence.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Plans for future periods

Due to the long-term sickness of our National Organiser some plans, e.g. for talks via Zoom and an Online Conference in March 2022, are on hold. The next national conference in 2022 will be held in Northumbria University in Newcastle. Weekly newsletters and a bi-monthly activities publication have been maintained.

While we will continue to explore publicity opportunities within our budget, social media and word-of-mouth are our main recruiting methods. We continue with digital improvements to increase and enhance services to members and efficiency within the organisation. We are working with our digital partner, 'Tall Projects', specialists in website and CRMs, who have replaced our CRM and developed a new website. Integration is the key including online registration, event payments and subscription payments. The aim is to provide additional features such as self-service and content for members and an enhanced registration facility for new enquirers.

We continue to encourage the take-up of direct debits for membership fees. Training and support for members using Zoom continues. The two new pilot project posts of Regional Membership Coordinator for the central region and for the South West are in place and progress is being made to support the establishment of new groups and independent members.

Due regard is paid to risk analysis, having current policies and procedures and staff and Trustee personal development objectives to achieve the plan. NWR works with several outsourced suppliers for the magazine production and distribution, human resources advice and support and digital and technology support. We will continue to monitor the implementation of the new Membership Engagement Plan. Financial monitoring is taking place monthly this year after the setting of a cautious budget. We will adjust tasks, operations and finances to meet needs and staff resources.

The main challenge NWR faces is its ageing membership, difficulties in recruiting new members, reliance on subscription income and adapting to the digital world.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) 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).

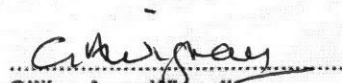
Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Josephine Mary Burt
Chairperson


.....
Gillian Anne Wignall
Treasurer

Date: 24 May 2022

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Independent examiner's report to the Trustees of National Women's Register ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 December 2021.

Responsibilities and basis of report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

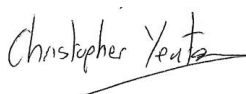
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:



Christopher Yeates FCA DChA

Larking Gowen LLP
Chartered Accountants
Norwich
9 June 2022

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted funds 2021 £	Total funds 2021 £	As restated Total funds 2020 £
Income from:				
Donations	3	66	66	485
Charitable activities	4	170,134	170,134	167,690
Investments	5	2,216	2,216	2,300
Total income		172,416	172,416	170,475
Expenditure on:				
Charitable activities	6	240,022	240,022	176,231
Total expenditure		240,022	240,022	176,231
Net expenditure before net gains on investments		(67,606)	(67,606)	(5,756)
Net gains on investments	11	11,477	11,477	3,547
Net movement in funds		(56,129)	(56,129)	(2,209)
Reconciliation of funds:				
Total funds brought forward		217,305	217,305	219,514
Net movement in funds		(56,129)	(56,129)	(2,209)
Total funds carried forward		161,176	161,176	217,305

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 25 form part of these financial statements.

All income and expenditure in 2020 was unrestricted.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	10	55,856	38,779
Investments	11	90,136	78,659
		<u>145,992</u>	<u>117,438</u>
Current assets			
Debtors	12	3,096	19,945
Cash at bank and in hand		25,018	123,460
		<u>28,114</u>	<u>143,405</u>
Creditors: amounts falling due within one year	13	(12,930)	(43,538)
Net current assets		<u>15,184</u>	<u>99,867</u>
Total assets less current liabilities		<u>161,176</u>	<u>217,305</u>
Total net assets		<u><u>161,176</u></u>	<u><u>217,305</u></u>
Charity funds			
Unrestricted funds	14	161,176	217,305
Total funds		<u><u>161,176</u></u>	<u><u>217,305</u></u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2021

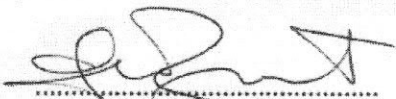
The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

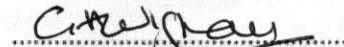
The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Josephine Mary Burt

Chairperson

Date: 24 May 2022



Gillian Anne Wignall

Treasurer

The notes on pages 14 to 25 form part of these financial statements.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. General information

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £.

National Women's Register meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The income, expenditure, assets and liabilities of the charity's groups are not included in these financial statements on the basis that they have significant autonomy and the funds held by the groups are not under the direct control and management of the trustees.

2.2 Going concern

At the time of signing the financial statements, the Trustees have considered the potential impact of the Coronavirus outbreak on the charity. The Trustees continue to monitor the position and the potential impact that this may have on both the general economic climate and the Charity's operating capacity. The Trustees believe that with a strong loyal customer base and sufficient balance sheet resources the Charity is well placed to see through the current trading uncertainty. The Trustees consider that this will allow the Charity to manage this difficult situation and continue to meet its customer's requirements and ongoing liabilities for the foreseeable future.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

More specifically the following policies are adopted:

Subscription income is included in full in the Statement of Financial Activities in the financial year in which they are receivable

Grants received have been accounted for on a receipts basis. Certain conditions attach to these grants and the trustees have endeavoured to ensure that these conditions have been complied with

Bank interest and dividends are generated from UK investments and are included in the Statement of Financial Activities on an actual basis

Cash donations and gifts are included in full in the Statement of Financial Activities as they are received

2.4 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Office equipment	- 33% on cost and 25% on cost
Website	- 20% on cost

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

2. Accounting policies (continued)

2.6 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.10 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

3. Income from donations

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Donations	66	66	485
	<u>66</u>	<u>66</u>	
<i>Total 2020</i>	<u>485</u>	<u>485</u>	

4. Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	<i>As restated Total funds 2020 £</i>
Subscriptions	111,509	111,509	124,998
Gift Aid	23,573	23,573	16,003
National conference income	23,443	23,443	4,469
Regional and educational events income	3,917	3,917	14,462
Other income	7,692	7,692	7,758
	<u>170,134</u>	<u>170,134</u>	<u>167,690</u>
Total 2021	<u>170,134</u>	<u>170,134</u>	<u>167,690</u>
	<u>170,134</u>	<u>170,134</u>	
<i>Total 2020 as restated</i>	<u>167,690</u>	<u>167,690</u>	

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Bank interest and dividends	2,216	2,216	2,300
	<u>2,216</u>	<u>2,216</u>	
<i>Total 2020</i>	<u>2,300</u>	<u>2,300</u>	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

6. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	<i>As restated Total funds 2020 £</i>
Organisation of groups	90,147	149,875	240,022	176,231
<i>Total 2020 as restated</i>	62,184	114,047	176,231	

Analysis of direct costs

	Activities 2021 £	Total funds 2021 £	<i>As restated Total funds 2020 £</i>
Area care and information	14,883	14,883	13,490
Conference	43,646	43,646	574
Magazine	18,142	18,142	25,799
Trustee and meeting expenses	2,326	2,326	2,447
Training and workshops	175	175	180
Publicity	-	-	2,543
Regional and educational events	4,016	4,016	13,982
Strategic Initiative	6,632	6,632	3,169
Bad debts	327	327	-
Total 2021	90,147	90,147	62,184
<i>Total 2020 as restated</i>	62,184	62,184	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Staff costs	99,370	99,370	78,407
Depreciation and loss on disposal	3,547	3,547	1,299
Website and social media	9,475	9,475	7,220
Office costs	22,904	22,904	17,152
Insurance	2,078	2,078	1,930
Recruitment costs	1,141	1,141	1,198
Staff expenses	6,171	6,171	2,827
Accountancy and professional fees	5,189	5,189	4,014
Total 2021	<u>149,875</u>	<u>149,875</u>	<u>114,047</u>
<i>Total 2020</i>	<u>114,047</u>	<u>114,047</u>	

7. Independent examiner's remuneration

	2021 £	<i>2020 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	2,045	1,950
Fees payable to the Company's independent examiner in respect of: All taxation advisory services not included above	<u>200</u>	<u>-</u>

8. Staff costs

	2021 £	<i>2020 £</i>
Wages and salaries	96,445	75,531
Social security costs	1,252	1,645
Contribution to defined contribution pension schemes	1,673	1,231
	<u>99,370</u>	<u>78,407</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

8. Staff costs (continued)

The average number of persons employed by the Company during the year was as follows:

2021	<i>2020</i>
7	<i>4</i>
=====	=====

No employee received remuneration amounting to more than £60,000 in either year.

Total employee benefits of key management personnel were £23,556 (2020: £27,010).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - *£NIL*).

During the year ended 31 December 2021, expenses were reimbursed or paid directly to 1 Trustee (2020 - *to 1 Trustee*) broken down as follows:

	2021	<i>2020</i>
	£	<i>£</i>
Trustee expenses	84	<i>23</i>
	=====	=====

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

10. Tangible fixed assets

	Office equipment £	Website £	Total £
Cost or valuation			
At 1 January 2021	5,899	46,250	52,149
Additions	2,224	18,400	20,624
Disposals	(383)	(8,750)	(9,133)
At 31 December 2021	7,740	55,900	63,640
Depreciation			
At 1 January 2021	4,620	8,750	13,370
Charge for the year	1,471	1,863	3,334
On disposals	(170)	(8,750)	(8,920)
At 31 December 2021	5,921	1,863	7,784
Net book value			
At 31 December 2021	1,819	54,037	55,856
At 31 December 2020	1,279	37,500	38,779

11. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2021	78,659
Revaluations	11,477
At 31 December 2021	90,136

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

12. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	-	327
Other debtors	-	356
Prepayments and accrued income	3,096	19,262
	<u>3,096</u>	<u>19,945</u>

The planning and organisation of future National Women's Register conferences commences in the latter part of each financial year. On this basis costs are incurred during the year to 31 December 2021 with regards to the National Women's Register conference to be held in Newcastle in 2022. £888 (2020: £17,654) of costs are included in prepayments and will be carried forward to be accounted for once the celebrations have taken place.

13. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	1,386	14,176
Other taxation and social security	7,186	543
Pension contributions due	244	-
Other creditors	1,869	1,992
Accruals and deferred income	2,245	26,827
	<u>12,930</u>	<u>43,538</u>

	2021 £	2020 £
Deferred income		
Deferred income at 1 January 2021	18,086	-
Resources deferred during the year	(18,086)	18,086
	<u>-</u>	<u>18,086</u>

Deferred income relates to conference income received in advance.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2021 £
Unrestricted funds						
Designated funds						
Conference funds	6,766	23,443	(43,646)	13,437	-	-
General funds						
General Funds	210,539	148,973	(196,376)	(13,437)	11,477	161,176
Total Unrestricted funds	217,305	172,416	(240,022)	-	11,477	161,176

Statement of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2020 £
Unrestricted funds					
Designated funds					
Conference funds	2,871	4,469	(574)	-	6,766
General funds					
General Funds	216,643	151,932	(161,583)	3,547	210,539
Total Unrestricted funds	219,514	156,401	(162,157)	3,547	217,305

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

14. Statement of funds (continued)

A designated fund is held within unrestricted funds to be used solely on future Conference activities and represents net surpluses made from previous Conferences to be used as a when required. The Conference in 2021 made a net loss of £20,203 and therefore additional funds were transferred from the general fund to cover the negative balance arising on the designated fund at the end of the year. It is the Charity's intention to recover this deficit from future Conferences.

15. Prior year adjustments

In the year ended 31 December 2020, regional and educational event income of £14,074 was netted off regional and educational event expenditure. As such the comparatives have been restated to increase both the relevant income and expenditure by this amount. This has had no impact on the net movement in funds for the year ended 31 December 2020.

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	55,856	55,856
Fixed asset investments	90,136	90,136
Current assets	28,114	28,114
Creditors due within one year	(12,930)	(12,930)
Total	<u>161,176</u>	<u>161,176</u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	38,779	38,779
Fixed asset investments	78,659	78,659
Current assets	143,405	143,405
Creditors due within one year	(43,538)	(43,538)
Total	<u>217,305</u>	<u>217,305</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

17. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £1,673 (2020 - £1,645). £244 was due to be paid to the fund at the balance sheet date (2020: £Nil).

18. Operating lease commitments

At 31 December 2021 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021	2020
	£	£
Not later than 1 year	146	585
Later than 1 year and not later than 5 years	-	146
	<u>146</u>	<u>731</u>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2021	2020
	£	£
Operating lease rentals	585	1,155
	<u>585</u>	<u>1,155</u>

19. Related party transactions

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 December 2021.

Accounts

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12 - 13
Notes to the financial statements	14 - 25

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees	Josephine Mary Burt, Chair Josephine Winifred Thomson (resigned 14 September 2020) Kathleen Jennifer Johnson Gillian Anne Wignall, Treasurer Ann Fox Janet Theresa Fuller (appointed 14 September 2020)
Company registered number	02053063
Charity registered number	295198
Registered office	Unit 31 Park Farm Industrial Estate Ermine Street Buntingford SG9 9AZ
Accountants	Larking Gowen LLP Chartered Accountants King Street House 15 Upper King Street Norwich NR3 1RB

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees present their annual report together with the financial statements of the Company for the 1 January 2020 to 31 December 2020. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The charity is principally engaged in the organisation of groups offering women the opportunity to take part in stimulating, informal discussions, workshops and conferences on a wide range of topics both locally and online. A register of Local Organisers and Members and a website is maintained to enable members and enquirers to find out about and contact any local NWR group throughout the United Kingdom or abroad. We also support independent members who do not belong to any group but who may participate in online discussions and events.

The Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the NWR should undertake.

b. Main activities undertaken to further the Company's purposes for the public benefit

In our purpose we aim to offer public benefit in the following categories:

- The advancement of education through discussion topics in group programmes, national themes and countries and various national, regional and area events held
- The advancement of health by discussing various health issues and sharing information and promoting a sense of connection and friendship between women
- The advancement of citizenship or community development by being open to all women, respectful, friendly, interested in all issues and welcoming local speakers to inform and lead discussions
- The advancement of arts, culture, heritage or science by running book groups, visits to arts venues, exploring other countries and researching current topics
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity by researching, discussing and understanding others' points of view.

Our social impact is the welcome we offer all women and the opportunities for learning and enhancing self-esteem. Being part of a local community group and national organisation foster personal growth and understanding. In today's social landscape NWR contributes to the loneliness and mental health agendas, helping potentially isolated women or those with mental illnesses to make friends, share ideas and be part of their local community.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Achievements and performance

a. Charitable activities

The main activity of the organisation centres on the regular meetings of local groups attended by members. This is supplemented by a wide range of area and regional events including discussion lunches (usually with speakers), quizzes and visits. These activities help our members by connecting them with each other and by presenting the opportunity for thought-provoking and educational experiences that enriches their lives.

2020 was the 60th anniversary of NWR and nationally and locally we planned extensive activities to celebrate this event. We were able to achieve our anniversary day on 26 February with twelve simultaneous regional meetings and the streaming of the main presentations. However other events throughout 2020 were cancelled. During the anniversary week, an article about NWR appeared in the Guardian and the National Organiser and a Trustee were interviewed on Radio 4 Woman's Hour. These both raised the profile of NWR nationally among women as did the repeat of the 'Eggheads' television programme with the NWR team in July 2020. We published an additional anniversary issue of our magazine in July.

From mid-March 2020, the Coronavirus lockdown restrictions meant that local and area group meetings were banned. While some groups managed outdoor meetings with groups of six during the summer, by the autumn, we were in lockdown again. However, the National Organiser swiftly bought a Digital Theatre Plus licence for members so that they could view plays and interviews. Additionally, the National Organiser researched and commissioned a series of talks and quizzes from mid-April, accessed by the conferencing platform Zoom which enabled us to connect with other members across the country. When the speaker gives permission, we record the talk and make it available to members via YouTube. In the summer national discussions sessions aimed at independent members, were also successfully trialled.

Many local groups also signed up to Zoom as a way of staying connected and recommenced their planned discussion and book group discussions.

In 2020 the national theme was '2020 vision' and our focus country was Finland. This allowed groups and members many opportunities to explore these topics and develop their knowledge.

The 2020 Anniversary National Conference due to take place in September in Birmingham was postponed. However, it was replaced by our first ever online conference 14 – 25 September comprising the AGM, nine talks and a quiz.

We have two special interest groups to bring members together across the UK – postal book group, and e-friends and correspondence magazines and e-mags. Once again, the Telephone Treasure Trail proved popular with 203 groups participating in a challenging but enjoyable quiz.

We continue to promote our mission of bringing women together via social media channels. We have NWR Facebook, Twitter and Pinterest accounts for marketing.

We encourage volunteers who bring enthusiasm as well as experience and knowledge of the organisation to take on roles within NWR. In 2020 these included a new Trustee, and changes of area and local organisers. Reciprocally, NWR offers the opportunities to continue to develop self-esteem and enhance skills, particularly digital skills. However, we planned additional staff posts, a new CRM and website and relocation of the office to support the organisation and add value to membership.

Raising awareness of NWR to increase members continues to be a key priority. Our patron, Marion Molteno, a prize-winning novelist and writer, provided interviews via Zoom. All sessions were well received and well attended.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Achievements and performance (continued)

In October 2020, we carried out a Digital Survey to understand how much and what technologies members adopted in lockdown to replace face-to-face meetings and gauge satisfaction with NWR.

b. Impact

In normal times there would be approximately 10,000 meetings held per year bringing together 5746 (December 2020) members in 359 groups. There is no reason to doubt this figure for 2020 as groups and members made their own arrangements via Zoom, Skype, WhatsApp, phone and email. 2020 saw a doubling of independent members to 59. These are members not attached to any group but who can participate in Zoom sessions, social media discussions and events.

The retention rate for members for 2020 was 87% with 210 new members and 825 leavers. The South East, Midlands and South West regions have consistently shown the highest number of members. No new groups were started in 2020 and 10 groups closed.

There were 34 talks and quizzes offered between April and December with average attendances of 150 for spring and summer events and 264 for autumn events. Feedback survey ratings of satisfaction averaged 4.2 (out of 5). Such is the swift adoption and technical mastery of Zoom by members that the original licence for 200 participants for talks was quickly increased to 500 and now (Jan 2021) is 1000 participants. It is pleasing to see how engagement with NWR as a national organisation has increased during Covid times. The Digital Survey responses showed that 73% of groups held online meetings since April 2020. These were for discussion meetings, book groups and social meetings.

The anniversary events of 26 February and some of the talks and quizzes are recorded and made available to members via the video sharing platform, YouTube. Between February and December 2020, there were 2284 viewings and 575 hours watched.

The online conference was considered highly successful attracting new members to participate in the AGM, and over 2,830 bookings over the two weeks with an average of 177 per talk.

There were 12 regional events held on 26 February 2020 to celebrate our 60th anniversary but other planned regional and area anniversary events were cancelled. This compares to 13 area events held in the whole of 2019. The Scrapbook project progressed slowly due to Coronavirus restrictions on meeting and will continue in 2021. It involved all groups in recording a history of their group across two A3 pages. The benefit is in recalling group history and the transfer of the regional scrapbooks between groups which brings local groups together. Another national anniversary initiative was the tree purchase with the Woodland Trust. A total of 815 trees were bought which will be planted in 2021. The impact is that members' appreciation of and identification with the national aspect of the organisation, of which they are a part, has greatly increased.

The twice-yearly magazine had an additional commemorative anniversary issue in July. Contributions, articles, memories and poems from members are welcome and the magazine is well received. Text and audio copies are available to members on the website. The magazine and wrapping are also as environmentally friendly as they can be after a review of its production and mailing. Another communication, the newsletter is read by 74% of members.

Social media usage continues to increase and links members across the country with 58% of responses to the Digital Survey participating in Facebook. Instagram and Twitter are also popular. Hashtags are #morethancoffeeandachat, #livelymindedwomen. The themed private Facebook discussion groups run and moderated by members provide stimulating and thought-provoking posts and news. They also enable programme sharing and allow members to share their thoughts and link with others across the UK.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Achievements and performance (continued)

Subscriptions remained at £25 per annum this year for the second year. The adoption of direct debits continues to be encouraged and 50% of members had signed up by the end of 2020. We continue to advocate a transfer to this type of payment which saves us time and money.

In the Digital Survey responses, the Net Promoter Score increased from 33% in 2018 to 36% in 2020 reflecting how much more aware members are of the national organisation and the value of the centrally organised Zoom offerings this year.

We have a Hardship Fund to support members on low incomes. There were no applications in 2020.

Our first patron, Marion Molteno, continued to provide new and different opportunities to members in 2020. She has run several creative writing sessions and a series of interviews via Zoom with poets, writers, educators and the book trade.

Some quotes from our members completing the Digital Survey 2020, illustrating our value to members, are -

'I have made new friends, discussed things I would never normally think about and attended events as part of the group. I love it!'

'NWR head office has been amazing over lockdown. I get a great deal out of my membership and wish the same for others'

'The local NWR group has been extremely supportive during the pandemic in addition to offering friendship and mental stimulation. I have not registered for any of your talks but I have watched many of them online afterwards eg today I watched the talk on the history of handbags. I feel that HQ have done a lot more than most organizations during this strange period.'

c. Investment policy and performance

Under the Memorandum and Articles of Association, the charity has the power to make any investments which the Trustees see fit. NWR has an investment policy which is regularly reviewed. The charity's investments represent share accounts held with the Charities Official Investment Fund and Newton Investments which generate annual income. The investment funds had a market value at 31 December 2020 of £78,660 (2019: £75,113)

Financial review

a. Going concern

At the time of signing the financial statements, the Trustees have considered the potential impact of the Coronavirus outbreak on the Charity. The Trustees continue to monitor the position and the potential impact that this may have on both the general economic climate and the Charity's operating capacity. The Trustees believe that with a strong loyal customer base and sufficient balance sheet resources the Charity is well placed to see through the current trading uncertainty. The Trustees consider that this will allow the Charity to manage this difficult situation and continue to meet its customer's requirements and ongoing liabilities for the foreseeable future.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

b. Reserves policy

The Reserves Fund represents the unrestricted funds arising from past operating results. The Articles of Association state that the financial reserves must be sufficient to cover four months' running costs. In addition the Trustees have agreed to maintain a balance of reserves to cover contingencies such as funding the national conference. Therefore, the minimum balance is currently £100,000 and we have £178,526 to cover this. The trustees agreed to allocate amounts to specific projects e.g. the anniversary events and activities, website, CRM and branding, staffing and relocation as set out in the Strategic and Operational Plans 2019-2022.

Structure, governance and management

a. Constitution

NWR is a company limited by guarantee and not having a share capital, as now defined by the Companies Act 2006. It was established under a Memorandum of Association and is governed by the Articles of Association adopted. The date of incorporation was 5 September 1986. A series of amendments to the Articles of Association have been agreed over the years at the annual AGM and the changes registered with the Charity Commission. The changes, especially updating the methods of communication, meant that we were well placed to operate effectively during the lockdown.

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall not be less than three, nor, unless otherwise determined by a General Meeting, more than five. NWR always recruits trustees from its members and a ballot is held if necessary.

There were five trustees in place throughout 2020. Observers at trustee meetings are always welcome. One change of Trustee took place in 2020 because Josephine Thomson resigned, and, after a ballot, Jan Fuller was elected.

c. Organisational structure and decision-making policies

The Trustees have the ultimate responsibility for the running of NWR and for the making of decisions. The day-to-day running is delegated to the National Organiser, Natalie Punter, who manages the Communications Coordinator, the Finance Manager, a Regional Membership Co-ordinator and two Membership Administrators in the office.

The Trustees undertook a review of governance guided by the Charity Governance Code during the year.

The AGM was successfully held via the video conferencing platform Zoom in September which opened it up to more members and was welcomed.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Structure, governance and management (continued)

d. Staffing

Total work hours during 2020 fluctuated due to sick leave, temporary staff and appointments. All posts are part-time. From April 2020 staff mostly worked from home due to Coronavirus advice. We advertised 4 posts in the autumn of 2020 and made 3 appointments for 2021.

On-going staff and Trustee development are important, and the events attended in 2020 are:

- Josephine Burt, Trustee, attended 11 zoom webinars on membership topics, communications, governance and chairing etc.
- Gill Wignall, Trustee and Treasurer, attended the Honorary Treasurer's Forum
- All Trustees receive the 'Governance and Leadership' magazine published by The Civil Society five times per year
- Natalie Punter, National Organiser, became a fellow of the Royal Society for the Arts in 2020. She also attended a Covid 19 briefing, a Memberwise session, undertook private study on PR and marketing and several self-directed tutorials on zoom.
- Chris Allison, Finance Manager, attended 36 hours of training on the Charity Finance conference, HMRC furlough scheme, cyber threats and security and technology for home working

Networking with other membership and charity organisations for staff and Trustee provides support and information in a fast-changing environment. NWR participates in

- Memberwise
- Association of Chairs
- Association of Chief Executives of Voluntary Organisations (ACEVO)
- The Honorary Treasurers' Forum
- The Civil Society
- National Council of Voluntary Organisations (NCVO)
- CharityComms

e. Infrastructure

We planned to relocate the office in 2020 from Norwich to Hertfordshire so that staff could work together more effectively. With everyone working from home from April we made extensive use of the conferencing platform Zoom for staff and Trustee meetings.

We continue to focus on recruitment and retention of members by improving processes to enhance this key activity. Due to the closure of local group meetings, staff worked creatively to provide other activities to add value to membership. Unfortunately, we were unable to capitalise on the anniversary publicity and lost members who found technology challenging so membership continued to fall during this year. Group closure is mainly due to the maturity of the members, failure to recruit new members and often lack of engagement with activities outside their local group.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Structure, governance and management (continued)

f. GDPR

We finish 2020 with all those GDPR preferences, that we have received, noted although not all members have notified us of their preferences. With the new website we anticipate a self-service for member information so that members manage all their preferences themselves.

There was one incident reported, of a lost list of names, and the agreed procedures were followed.

Plans for future periods

We are extending our anniversary celebrations into 2021 with the Birmingham conference now rescheduled for September as 'Diamonds are forever'. A diamond prize draw is underway, and the tree planting will take place in the autumn. The next national conference in 2022 will be in the North East.

A second online conference is planned for 19-30 April and a programme of talks, including a murder mystery evening and quizzes is organised for the first six months.

Weekly newsletters are now sent and a bi-monthly activities publication has started. While we will continue to explore publicity opportunities within our budget, social media and word-of-mouth are our main recruiting methods.

We continue with digital improvements to increase and enhance services to members and efficiency within the organisation. We are working with our digital partner, 'Tall Projects', specialists in website and CRMs, who have replaced our CRM and are developing a new website for the early summer. Integration is the key including online registration, event payments and subscription payments. The aim is to provide additional features such as self-service and content for members and an enhanced registration facility for new enquirers. We continue to encourage the take-up of direct debits for membership fees. Training and support for members using Zoom continues.

One new post of Regional Membership Coordinator for the central region is in place and another, for the South West, will be recruited this year. These are pilots with the aim of increasing membership and supporting the establishment of new groups and independent members.

We moved into our new offices in January 2021 and team working will be developed once travel and working restrictions are lifted.

Due regard is paid to risk analysis, having current policies and procedures and staff and Trustee personal development objectives to achieve the plan. NWR works with several outsourced suppliers for the magazine production and distribution, human resources advice and support and digital and technology support. We will continue to monitor the implementation of the Strategic Plan and the Budget quarterly, adjusting tasks, operations and finances to meet needs and staff resources. A planning session and awayday is scheduled for summer 2021 so that a new Strategic and Operational Plan is developed for 2022 – 2025.

The main challenge NWR faces is its ageing membership, difficulties in recruiting new members, reliance on subscription income and adapting to the digital world.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Statement of Trustees' responsibilities

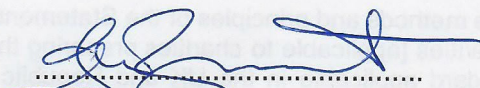
The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Josephine Burt
Chairperson

Date:

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Independent examiner's report to the Trustees of National Women's Register ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 December 2020.

Responsibilities and basis of report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

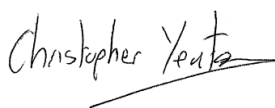
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed:



Dated: 7 May 2021

Christopher Yeates FCA DChA

Larking Gowen LLP
Chartered Accountants
Norwich

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:				
Donations	3	485	485	311
Charitable activities	4	153,616	153,616	176,948
Investments	5	2,300	2,300	2,827
Total income		156,401	156,401	180,086
Expenditure on:				
Charitable activities		162,157	162,157	198,286
Total expenditure		162,157	162,157	198,286
Net gains on investments		3,547	3,547	11,204
Net movement in funds		(2,209)	(2,209)	(6,996)
Reconciliation of funds:				
Total funds brought forward		219,514	219,514	226,510
Net movement in funds		(2,209)	(2,209)	(6,996)
Total funds carried forward		217,305	217,305	219,514

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 25 form part of these financial statements.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	10	38,779	2,577
Investments	11	78,659	75,112
		<u>117,438</u>	<u>77,689</u>
Current assets			
Debtors	12	19,945	13,694
Cash at bank and in hand		123,460	154,817
		<u>143,405</u>	<u>168,511</u>
Creditors: amounts falling due within one year	13	(43,538)	(26,686)
Net current assets		<u>99,867</u>	<u>141,825</u>
Total assets less current liabilities		<u>217,305</u>	<u>219,514</u>
Total net assets		<u><u>217,305</u></u>	<u><u>219,514</u></u>
Charity funds			
Unrestricted funds	14	217,305	219,514
Total funds		<u><u>217,305</u></u>	<u><u>219,514</u></u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)
REGISTERED NUMBER: 02053063

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2020

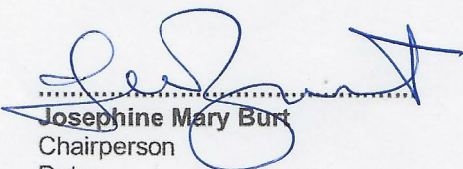
The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

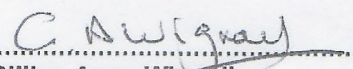
The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


.....
Josephine Mary Burt
Chairperson
Date:


.....
Gillian Anne Wignall
Treasurer

The notes on pages 14 to 25 form part of these financial statements.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £.

National Women's Register meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The income, expenditure, assets and liabilities of the charity's groups are not included in these financial statements on the basis that they have significant autonomy and the funds held by the groups are not under the direct control and management of the trustees.

2.2 Going concern

At the time of signing the financial statements, the Trustees have considered the potential impact of the Coronavirus outbreak on the charity. The Trustees continue to monitor the position and the potential impact that this may have on both the general economic climate and the Charity's operating capacity. The Trustees believe that with a strong loyal customer base and sufficient balance sheet resources the Charity is well placed to see through the current trading uncertainty. The Trustees consider that this will allow the Charity to manage this difficult situation and continue to meet its customer's requirements and ongoing liabilities for the foreseeable future.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

More specifically the following policies are adopted:

Subscription income is included in full in the Statement of Financial Activities in the financial year in which they are receivable

Grants received have been accounted for on a receipts basis. Certain conditions attach to these grants and the trustees have endeavoured to ensure that these conditions have been complied with

Bank interest and dividends are generated from UK investments and are included in the Statement of Financial Activities on an actual basis

Cash donations and gifts are included in full in the Statement of Financial Activities as they are received

2.4 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Office equipment	- 33% on cost and 25% on cost
Website	- 10% on cost

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.6 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.10 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

3. Income from donations

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Donations	485	485	311
	<u>311</u>	<u>311</u>	
<i>Total 2019</i>	<u>311</u>	<u>311</u>	

4. Income from charitable activities

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Subscriptions	124,998	124,998	125,571
Gift Aid	16,003	16,003	15,343
National conference income	4,469	4,469	24,864
Educational events income	388	388	1,355
Other income	7,758	7,758	9,815
	<u>153,616</u>	<u>153,616</u>	<u>176,948</u>
Total 2020	<u>153,616</u>	<u>153,616</u>	<u>176,948</u>
	<u>176,948</u>	<u>176,948</u>	
<i>Total 2019</i>	<u>176,948</u>	<u>176,948</u>	

5. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Bank interest and dividends	2,300	2,300	2,827
	<u>2,827</u>	<u>2,827</u>	
<i>Total 2019</i>	<u>2,827</u>	<u>2,827</u>	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £	Total funds 2019 £
Organisation of groups	48,110	114,047	162,157	198,286
<i>Total 2019</i>	<i>59,511</i>	<i>138,775</i>	<i>198,286</i>	

Analysis of direct costs

	Activities 2020 £	Total funds 2020 £	Total funds 2019 £
Area care and information	13,490	13,490	3,188
Conference	482	482	26,151
Magazine	25,799	25,799	21,313
Trustee expenses	2,447	2,447	6,610
Training and workshops	180	180	1,682
Publicity	2,543	2,543	71
Educational events	3,169	3,169	277
Bad debts	-	-	219
Total 2020	48,110	48,110	59,511
<i>Total 2019</i>	<i>59,511</i>	<i>59,511</i>	

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Staff costs	78,407	78,407	94,481
Depreciation and loss on disposal	1,299	1,299	1,254
Office costs	24,372	24,372	26,668
Insurance	1,930	1,930	1,997
Recruitment costs	1,198	1,198	145
Staff expenses	2,827	2,827	11,559
Accountancy and professional fees	4,014	4,014	2,671
Total 2020	<u>114,047</u>	<u>114,047</u>	<u>138,775</u>
<i>Total 2019</i>	<u>138,775</u>	<u>138,775</u>	

7. Independent examiner's remuneration

	2020 £	<i>2019 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	1,950	1,875
Fees payable to the Company's independent examiner in respect of: All other services not included above	<u>-</u>	<u>375</u>

8. Staff costs

	2020 £	<i>2019 £</i>
Wages and salaries	75,531	89,402
Social security costs	1,645	3,456
Contribution to defined contribution pension schemes	1,231	1,623
	<u>78,407</u>	<u>94,481</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

8. Staff costs (continued)

The average number of persons employed by the Company during the year was as follows:

2020	<i>2019</i>
4	<i>5</i>
<u><u>4</u></u>	<u><u>5</u></u>

No employee received remuneration amounting to more than £60,000 in either year.

Total employee benefits of key management personnel were £27,010 (2019: £25,500).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - *£NIL*).

During the year ended 31 December 2020, expenses were reimbursed or paid directly to 1 Trustee (2019 - to 5 Trustees) broken down as follows:

	2020	<i>2019</i>
	£	<i>£</i>
Trustee expenses	23	<i>6,610</i>
	<u><u>23</u></u>	<u><u>6,610</u></u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

10. Tangible fixed assets

	Office equipment £	Website £	Total £
Cost or valuation			
At 1 January 2020	6,379	8,750	15,129
Additions	-	37,500	37,500
Disposals	(479)	-	(479)
At 31 December 2020	<u>5,900</u>	<u>46,250</u>	<u>52,150</u>
Depreciation			
At 1 January 2020	3,802	8,750	12,552
Charge for the year	1,019	-	1,019
On disposals	(200)	-	(200)
At 31 December 2020	<u>4,621</u>	<u>8,750</u>	<u>13,371</u>
Net book value			
At 31 December 2020	<u>1,279</u>	<u>37,500</u>	<u>38,779</u>
At 31 December 2019	<u>2,577</u>	<u>-</u>	<u>2,577</u>

11. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2020	75,112
Revaluations	3,547
At 31 December 2020	<u>78,659</u>

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

12. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	327	280
Other debtors	356	-
Prepayments and accrued income	19,262	13,414
	<u>19,945</u>	<u>13,694</u>

The planning and organisation of future National Women's Register conferences commences in the latter part of each financial year. On this basis costs are already generated during the year to 31 December 2020 with regards to the National Women's Register 60th birthday celebrations to be held in 2021. £17,654 (2019: £11,806) of costs are included in prepayments and will be carried forward to be accounted for once the celebrations have taken place.

13. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	14,176	9,818
Other taxation and social security	543	5,516
Other creditors	1,992	2,312
Accruals and deferred income	26,827	9,040
	<u>43,538</u>	<u>26,686</u>

	2020 £	2019 £
Deferred income		
Deferred income at 1 January 2020	6,790	-
Resources deferred during the year	18,086	6,790
	<u>24,876</u>	<u>6,790</u>

Deferred income relates to conference income received in advance.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

14. Statement of funds

Statement of funds - current year

	Balance at 1 January 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2020 £
Unrestricted funds					
Designated funds					
Conference funds	2,871	4,469	(574)	-	6,766
General funds					
General Funds	216,643	151,932	(161,583)	3,547	210,539
Total Unrestricted funds	219,514	156,401	(162,157)	3,547	217,305

Statement of funds - prior year

	Balance at 1 January 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2019 £
Unrestricted funds					
Designated funds					
Conference funds	3,774	24,864	(25,767)	-	2,871
General funds					
General Funds	222,736	155,222	(172,519)	11,204	216,643
Total Unrestricted funds	226,510	180,086	(198,286)	11,204	219,514

Within unrestricted funds, £6,766 is held by the Trustees at 31 December 2019 (2019: £2,871) as a designated fund to be used solely on future Conference activities. This represents net surpluses made from previous Conferences and the intention is for it to be used as and when required to subsidise future Conferences.

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	38,779	38,779
Fixed asset investments	78,659	78,659
Current assets	143,405	143,405
Creditors due within one year	(43,538)	(43,538)
Total	<u>217,305</u>	<u>217,305</u>

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Tangible fixed assets	2,577	2,577
Fixed asset investments	75,112	75,112
Current assets	168,511	168,511
Creditors due within one year	(26,686)	(26,686)
Total	<u>219,514</u>	<u>219,514</u>

16. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £1,645 (2019 - £1,623). No amounts were payable to the fund at the balance sheet date (2019: £Nil)..

NATIONAL WOMEN'S REGISTER
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

17. Operating lease commitments

At 31 December 2020 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	<i>2019</i>
	£	<i>£</i>
Not later than 1 year	585	<i>1,155</i>
Later than 1 year and not later than 5 years	146	<i>731</i>
	731	<i>1,886</i>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2020	<i>2019</i>
	£	<i>£</i>
Operating lease rentals	1,155	<i>1,009</i>

18. Related party transactions

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 December 2020.