

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland · Charity number 100185

Details

Known as WOMEN'STEC

Status Received

Registered 2014-09-30

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

Contact

Address Women'stec
29 Chichester Avenue
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Website www.womenstec.org

Activities

Purposes: The company's objects ("Objects") are specifically restricted to the advancement of education and the prevention and relief of poverty and unemployment amongst people and in particular women and young girls aged 12 years and over (hereinafter called the "beneficiaries") in Northern Ireland (hereinafter called the "area of benefit") without distinction of age, gender, disability, sexual orientation, nationality, ethnic identity, political or religious opinion, by associating the statutory authorities, community and voluntary organisations and the inhabitants in a common effort to advance education and provide facilities to improve the conditions of life for the said beneficiaries in the interests of social welfare and in particular to: (a) to promote, facilitate and organise adequate, accessible and quality programmes of vocational and educational training, information and support in an effort to acquire skills and retraining to assist the beneficiaries in obtaining employment or establishing themselves in business especially but not exclusively in sectors where women have traditionally had low levels of participation; (b) provide advice, assistance, education and work programmes in an effort to develop and improve the capacity, knowledge, skills, expertise, well-being and self-confidence of the beneficiaries in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society; (c) to promote the advancement of all forms of training of women in the area of benefit; (d) to organize, facilitate and provide programmes of vocational and educational training to men and young boys aged 12 years and over in the area of benefit in an effort to assist in relieving unemployment; (e) to advance any other exclusively charitable purpose as the directors, may from time to time, decide in accordance with the law of charity.

What the charity does: The prevention or relief of poverty, The advancement of education

How the charity works: Education/training, Gender

Who the charity helps: Adult training, Children (5-13 year olds), Ethnic minorities, Interface communities, Unemployed/low income, Volunteers, Women, Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,108,239	£1,146,120	£-71,655	17

Trustees

Name	Role	Appointed
Michael Potter		
Ms Andrea Morrow		
Ms Maria Bradley		
Ms Nicola Mccracken		
Ms Nuala Griffiths		
Ms Shauna Young		
Sylvia Gordon		

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland - Charity number 100185

Accounts

Charity registration number NIC100185 (Northern Ireland)

Company registration number NI034272

**THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	Maria Bradley Siobhan Brown Sylvia Gordon Nuala Griffiths Andrea Morrow Michael Potter
Secretary	Lisa McCann
Charity number (Northern Ireland)	NIC100185
Company number	NI034272
Registered office	29 Chichester Ave Belfast BT15 5EH
Auditor	HM Chartered Accountants 6th Floor East Tower Lanyon Plaza 8 Lanyon Place Belfast County Antrim BT1 3LP
Bankers	First Trust Bank 35 University Road Belfast BT7 1ND
Solicitors	Edwards & Co 61-67 Donegall Street Belfast BT1 2QH

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The directors present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

a. Policies and objectives

Mission: "Enable women and girls to access careers in industries where they are under-represented."

Vision: "An inclusive, sustainable society and economy where women and girls can reach their full potential and thrive."

WOMEN'STEC is registered with the Charity Commission for Northern Ireland with the following aims:

- To prevent and/or relieve poverty and advance education and training in Northern Ireland; and
- To provide facilities in the interest of advancing women's involvement in sectors of training and employment that have low levels of female participation, specifically women who are socially and economically disadvantaged.

The purpose of WOMEN'STEC is the advancement of education and the prevention and relief of poverty and unemployment, in particular of women and girls aged 12 or over living in Northern Ireland.

b. Strategies for achieving objectives

During 2024 – 2025, the strategic priorities, as outlined within our 2024-2027 strategic plan, that have driven our annual operational priorities include:

1. **Training of women:** Deliver high-quality training programmes to enable women to develop the confidence and skills and build successful careers, particularly in industries in which they are under-represented.
2. **Training of children and young people:** To work with girls to increase awareness of career stereotypes and opportunities in industries where women and girls are under-represented, particularly construction.
3. **Working with employers:** Work with employers and industry bodies to promote a diverse and inclusive workforce and workplace.
4. **Influencing public policy and practice:** Contribute to the development of government policy and practice in support of WOMEN'STEC mission.
5. **Research and evaluation:** Ensure the organisation has the appropriate data and analysis to operate effectively and continuously improve.
6. **Premises, technical and physical resources:** Ensure the organisation has the premises and other technical and physical resources to achieve its aims and objectives and these are effectively maintained and managed.
7. **Human Resources:** Ensure the organisation has the staff to achieve its aims and objectives and these staff are effectively supported, managed and have the opportunity to develop.
8. **Finances:** Ensure WOMEN'STEC has the financial resources it needs to achieve its aims and objectives, and these resources are effectively planned, managed and reported on.
9. **Communications:** Ensure WOMEN'STEC effectively communicates with all its stakeholders.
10. **Governance:** Ensure the governance of WOMEN'STEC complies with the requirements of the law and best practice.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Our strategy sets out 10 strategic priorities that we will work towards over the next four years, building upon the foundations laid during the previous years and embracing a sense of optimism for the future. Our mission is clear: to enable women and girls to access careers in industries where they are under-represented. Our plan is not just a roadmap; it is a living testament to our dedication to creating an inclusive, sustainable society and economy where women and girls can reach their full potential and thrive.

Our strategic plan is underpinned by the values of inclusion, equality, empowerment and sustainability. In ensuring we are continually striving to work towards our priorities, we undertook operational planning between November 2024 – February 2025 to identify objectives for the second year of implementation of our strategic plan and will continue this process on an annual basis.

c. Activities for achieving objectives

In delivering on our strategic priorities, we have two core target participant groups: women returners and children and young people, which our programmes and services are targeted to in working to achieve our charity's aims and objectives. There are four core programmes that target the two core participant groups; Connect 4 Women, Sustaining Tenancies, Building Futures and Promoting Opportunities: Error in formula ->#NotJustForBoys<-. In addition, we delivered additional programmes which align with our aims and objectives and provide additional opportunities for the two core groups.

Connect 4 Women

This year represented the final year of the Connect 4 Women programme, a programme led by WOMEN'STEC and delivered in partnership with Glow NI and Shankill Women's Centre. The five-year programme, funded by The National Lottery Community Fund, brings together the unique strengths of three women's organisations to provide participants (women returners) with activities, services and support aimed at improving life opportunities for women across north and west Belfast. Participants are offered skills training (accredited and non-accredited in trades and IT), adult learning (essential skills, GCSE Maths and English) and personal development, supported by other complementary courses designed to bolster skills and knowledge. It provides a personalised pathway of training and development in a way that is suited to their needs and personal situations, supporting them further with wraparound services such as childcare, health and wellbeing, and advice and support in accessing further training, employment or volunteering.

During this final year, WOMEN'STEC's focus was on delivering skills courses, whilst our programme partners focused on maths / English qualifications and personal development. In previous years, we also delivered personal development courses through Connect 4 Women, however in the final year we focused on DIY, other trades, car maintenance and driving theory courses and providing one-to-one support for progression for the programme coming to an end. WOMEN'STEC directly supported 99 women from north and west Belfast.

This year, we delivered courses in DIY, Tiling and Construction, Plumbing, Gardening, Car Maintenance and Driving Theory. One of our DIY courses was delivered to a group of women who are deaf, with tailored support in place to ensure full accessibility and inclusion. This was the first time we have delivered a course like this, and it was great to work with the group and their interpreters to test out the best way to adapt our teaching styles and demonstrations to support them learning DIY skills. As this was the final year, we worked closely with the externally appointed evaluators who have been involved since year 2 of the programme, to produce a final evaluation report. Over the five years of the Connect 4 Women project, our partnership supported 610 women across north and west Belfast to build skills, confidence, wellbeing and social connection. Delivery spanned from formal and informal learning, skills training, personal development and access to wraparound support. Despite significant disruption caused by the COVID-19 Pandemic in the first 3 years of the project, our partnership successfully pivoted to offer flexible, participant-led provision that responded to changing needs.

The Connect 4 Women project generated significant learning, both for the three partner organisations and for the wider women's sector. One of the most valuable insights was the strength and effectiveness of a partnership model that enables each organisation to focus on its core expertise. The evaluation confirmed that this approach allowed the partnership to deliver a genuinely holistic, person-centred programme which met women's practical, emotional and educational needs. Glow NI's focus on personal development and resilience support, Shankill Women's Centre's delivery of essential skills and accredited qualifications, and WOMEN'STEC's expertise in practical and non-traditional skills training together created a joined-up, wraparound offer that would not have been possible individually.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The evaluation found this structure particularly effective in supporting women facing multiple barriers, as it offered progression routes that were flexible and responsive rather than linear.

Another key area of learning was the critical importance of wellbeing and one-to-one emotional support as core delivery elements rather than optional add-ons. The external evaluation highlighted that for many participants, particularly in the early pandemic years, the programme served as a “lifeline.” The combination of learning and wellbeing activities was instrumental in reducing social isolation, improving confidence, and enhancing participants’ capacity to cope with the wider social and economic pressures arising from COVID-19. This reinforced the need for future skills and employability programmes to integrate emotional wellbeing and mental health support as a foundational component, especially when working with women who have experienced trauma, caring responsibilities or prolonged social isolation.

Within WOMEN’S TEC, the evaluation has directly informed organisational learning and development. Insights from the project have influenced the design of new programmes, ensuring wellbeing and one-to-one emotional support are embedded as standard within all training and employability activity.

Sustaining Tenancies

This programme, funded through the Northern Ireland Housing Executive’s Sustaining Tenancies programme, entered its second and final year in April 2023 and ran on until June 2024. The programme was aimed at supporting two cohorts of women annually (women returners and young mothers), living in Housing Executive homes to thrive in their home environment and increase their opportunities for life and work that will all contribute to increasing their likelihood of sustaining their tenancies and reaching their full potential. Delivery included an 8-week personal development programme, a 10-week home DIY programme, a 6-week life and employability skills programme, and one-to-one support with issues impacting their tenancies, employment or employability-related support, and emergency crisis support. Additionally, the programme facilitates open dialogue between participants and the Housing Executive, where they can discuss issues around home repairs and connect with their local Patch Manager.

32 women aged 25+ and 16 young mothers completed various aspects of the programme. This included a personal development programme, a DIY programme, a Life and Employability Skills programme, two community services information days, one-to-one support and a celebration event. Many of the women involved spoke about the programme’s benefits in terms of the overwhelmingly positive impact on their lives. Feedback from women who live in social housing who have participated in our programmes shows that this target group find it difficult to access support to improve their skills and build their confidence to enable them to even begin searching for a job. Developing their ‘soft’ skills, reducing social anxiety, and gaining a support circle are often the important outcomes that participants want to achieve. When they come to WOMEN’S TEC, this is often the first step in their journey back to employment or improving their life situations. Many of the participants viewed the programme as a lifeline which, in their opinion, changed their lives; ‘I am now able to do DIY in my home which I am very proud of because of the skills I have learned at WOMEN’S TEC. My personal development has fantastically improved. I am now more confident in my life. And beginning to love and accept my new me;’ ‘This course has been brilliant for making friendships. Everyone on the course has been great helping each other with the task, it has helped me feel more confident in trying out DIY at home and I look forward to coming back to try more courses.’ Two students became volunteers at WOMEN’S TEC, helping in the workshop, in classes, and assisting with the summer schemes. The programme allowed WOMEN’S TEC to deliver training and workshops to women who live in Housing Executive homes. There was no restriction on age, which allowed us to deliver to an older age group who normally cannot access this type of training. In terms of promoting the impact of the programme, some students have been involved in speaking at events with key stakeholders for the Housing Executive to share their experiences of the Sustaining Tenancies programmes.

Building Futures Partnership Programme

WOMEN’S TEC, as lead partner, was awarded over £870,000 over 2 years by the UK Government’s Shared Prosperity Fund, to deliver a partnership programme with Bolster Community and Women in Business, focused on reducing economic inactivity. This programme, entitled ‘Building Futures’, began in April 2023 and focuses on women who are economically inactive in the Newry, Mourne and Down and Greater Belfast regions.

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DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

During 2024/2025, the WOMEN'STEC team working on Building Futures directly supported 244 women across Belfast (143 women) and Newry, Mourne and Down (101). Further women were supported on the programme, however these were directly supported by our Building Futures partner, Bolster Community and specifically for the Newry, Mourne and Down region. We are reporting the direct support provided by WOMEN'STEC. Through this programme, the following activities were delivered:

- 11 DIY courses
- 12 accredited trade courses
- 8 employability skills courses
- 4 health, wellbeing & personal development courses
- 132 participants received an accreditation

The expanse of delivery ranged across a wide geographical area in the Newry, Mourne and Down (NMD) region and greater Belfast, particularly bringing services to women in rurally isolated communities where fewer opportunities exist for training, support and development. Our partner, Bolster Community, led on the delivery of personal development, IT, work support and numeracy courses, such as Basic Maths for Parents, and Managing Finances, in the NMD region, whilst Women in Business led on the delivery of business start-up / entrepreneurship courses across the programme areas. WOMEN'STEC led on the delivery of all construction and DIY related courses across the programme and IT and employability support in the Belfast area. Alongside the programme, an important element for participants is access to one-to-one mentoring support from the programme's employability and support officers, one based in WOMEN'STEC in Belfast, and one based in Bolster Community in Newry. This support offers tailored personal support to participants to help with their CV's, interview skills, plans for professional development, identifying areas for developing and supporting them with job search and connections to employers. With this, participants have access to bursary funds that can support them with studying or training for qualifications or certifications that are not offered through the programme but will enable them to pursue their employment goals.

Promoting Opportunities Programme: # NotJustForBoys

Our flagship youth programme, POP: # NotJustForBoys, which challenges misconceptions and encourages, empowers and supports young girls to consider career opportunities in sectors where women are under-represented, continued to grow and develop in 2024-2025.

Our Afterschool Clubs continued again this year, where local schoolgirls attend each week during term time to learn skills and work on a project. In May, girls from Trinity College completed their project to build two work benches for local nursery schools. JP Corry continued to support the Afterschool Club by supplying materials, organising a site visit, and providing staff time to support the girls with their project. A new Afterschool Club was established in St Coleman's High School, Ballynahinch, where students attended each week and learned DIY skills and built various projects to take home.

The Building Girls programme, targeting girls of primary school age, continued in 2024-2025. In January, we brought the programme to Carrs Glen Primary School and Holy Cross Primary School, over an 8 week period, working with 31 girls. The programme introduces girls aged 10-11 to basic handtools, construction skills and careers in non-traditional sectors. With their new skills, the girls created key rings and key holders, learned how to put up shelves on a stud wall and made jar holders from wood. The 'Introduction to Construction' primary school programme delivered 12 workshops to 4 primary schools, engaging with 81 girls in bricklaying and joinery skills.

At the end of 2023, we successfully secured funding from Children in Need to deliver various programmes aimed at expanding the reach of Error in formula ->#NotJustForBoys<- and engaging with girls in youth clubs. Through this, we have worked with R City Youth Girl's Group, USEL's youth club and Holy Family youth group, as well as girls from Hilltown in Newry in 2024-2025.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

In the summer, the '# NotJustForBoys ' team delivered three summer schemes. This year, we delivered two summer schemes in the Newry, Mourne and Down region and one summer scheme in Belfast. In July, the Kilkeel summer scheme engaged with 10 girls to introduce them to basic construction and DIY skills. The girls learned to put up a shelf, built test tube holders and coat hooks, and decorated their personal projects with paint. This provided an opportunity for the participants to build their confidence, think creatively, and gain an insight into the opportunities within construction. In Belfast, we delivered a summer scheme sponsored by our # NotJustForBoys Champion, Harland and Wolff. This summer scheme focused on boat building, where students learned to design and build two boats, whilst learning basic trade skills in drilling, sawing and painting and decorating. Working with Harland and Wolff, the summer scheme aimed to educate and inspire girls about careers in the maritime industry, consider the environment and introduce them to basic trade skills. When the boats were completed, they were taken to the River Lagan to be included in Belfast City Council's boat parade, WaterWorks, on Saturday 3rd August. In August, the final summer scheme was delivered in Crossmaglen with Magnet Youth Centre. This summer scheme focused on learning basic trade and DIY skills and inspiring the participants to consider careers in construction.

In 2024-2025, our # NotJustForBoys Youth Ambassadors Group was established. The # NotJustForBoys Youth Ambassadors group is made up of young women who have previously taken part in the programme and now contribute their insight and experience to help shape its continued development. Their role is to provide authentic feedback, inform decision-making, and ensure the programme reflects the needs and aspirations of the young people it serves. In turn, the Ambassadors gain leadership experience, confidence, and opportunities to develop their skills and influence positive change for their peers. This youth-led element strengthens the programme's relevance, impact, and long-term sustainability. During the summer, we arranged a team bonding day for our youth ambassadors, which included a trip to mini golf and food. It was an opportunity for the girls to catch up, chat about the recent work of the # NotJustForBoys programme and provide input into new projects in development. The Youth Ambassadors also volunteered at the Belfast and Crossmaglen Summer Schemes, supporting the # NotJustForBoys team and inspiring the girls on the summer scheme.

Throughout the year, the # NotJustForBoys teams hosted a range of events and site visits with our # NotJustForBoys Champions. This included bringing a group of girls to the Department for Communities Historic Environment Division's Conservation Works Team Depot in Moira, promoting heritage skills and insights into careers within the industry. Harland and Wolff hosted a site visit for 10 girls from Girls' Model School on our # NotJustForBoys programme who are studying GCSE construction. In partnership with GEDA, we hosted gender stereotype workshops at Wheatfield Primary School, working with 41 P6 and P7 girls and boys, and a workshop at Long Tower Primary School in Derry. In December 2024, we hosted a Girl's Into Construction Day in partnership with CITB. This event was held in our Newry workshop and brought together 36 girls from St Paul's and St Coleman's Schools to try out handtools, tiling, DIY, car mechanics and a gender stereotype session. The aim of the day was to educate and inspire girls on the vast array of career opportunities in construction, gaining insight to roles, pathways and support. In January, the # NotJustForBoys team gave a careers talk to 100 girls from Fort Hill Integrated College in Lisburn, discussing gender inequality, the gender pay gap, careers in construction and the overall challenges women face in 'non-traditional' roles. At this event, our female joiner and car mechanic tutors came along to inspire and encourage girls through sharing their own experiences in non-traditional career pathways.

The # NotJustForBoys team attended an Education Authority Youth Conference in Newcastle which had a particular focus on gender inequality and violence against women and girls. The team hosted a gender inequality workshop with 55 students, raising awareness of careers in construction and the gender bias in non-traditional roles. The team also attended a West Belfast Careers Fair in St Dominic's School to promote careers in construction and to offer support to the girls in their subject and career choices.

Throughout the year, the # NotJustForBoys team also supported a three girls into apprenticeships with our Champions, CTS, Greenview and CHC Group.

CBenAct Cross Border Project

Established in 2023 and lead by the Centre for Cross Border Studies, the CBenAct project brought together WOMEN'STEC and Creative Spark, Dundalk, to engage on a capacity building programme to strengthen the skills, knowledge and resilience of organisations working in partnership on a cross-border basis. It aimed to embed an approach to cross-border cooperation that sees it as central to organisations' work rather than as peripheral to their core missions. Five staff and two board members engaged in a series of workshops and residentials with Creative Spark to explore the skills necessary to deliver cross-border projects, the key principles to collaborating on a cross-

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DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

border basis, identify shared issues and challenges facing border communities in which both organisations work and to identify solutions and actions that can help to build better communities along the border. Through the programme, WOMEN'STEC engaged with women from Lislea and Hilltown, two small communities just a few miles from the border, to engage in community dialogue and a cross border dialogue programme with women from Dundalk. The project used the strengths and skills of both organisations to provide skills in design and DIY to work on practical projects, empowering women with skills that they can use in their own homes and communities, whilst also boosting confidence and self-reliance, as well as confidence in speaking with other people and working together as a group. The groups came together and discussed challenges and issues facing women and families that are both shared and unique to both communities on each side of the border. The project came to a close in June 2024, with two showcase events hosted in Lisalea, County Down and Creative Spark, Dundalk. At the final celebration event for CBenAct, WOMEN'STEC and Creative Spark came together for a facilitated strategy session to explore the future of our partnership together. This identified a number of shared project ideas which, as a partnership, we aim to explore to develop over the coming years, when opportunities arise.

Women's Wellbeing Community Pharmacy Project

The women's wellbeing programme is offered to support women to improve their health literacy, to gain knowledge and awareness of health and wellbeing issues to make informed, healthier decisions in their lives. The programme works in partnership with our local community pharmacist, Crossin Chemists, and is delivered in a participant-led approach. This year, 15 women engaged on the programme and the key health and wellbeing topics explored with the pharmacist included, women's health, family health, mental health, impacts of social factors on health, role of the pharmacy, pharmacy services and other community services.

INCOME GENERATION ACTIVITIES

VCSE Collaboration and Sales Courses

As we have developed our capacity and resources through 2023 into 2024, including the purchase of our Van and our outreach equipment, we have been able to expand the delivery of public courses in a range of DIY and trades across Northern Ireland, generating income and importantly, continuing our goals to inspire women and girls to explore careers in sectors where women are underrepresented. We have developed a number of areas which enable us to bring in funds that support the activities of the organisation, whilst also importantly, bolster our relationships and partnerships with external stakeholders. This year, we targeted collaborative work with other VCSE organisations to reach our target audience and deliver programmes and services for women who may be part of other community organisations. Through this, we worked with organisations such as The Meadow Ladies Group at Bog Meadows, Clanmil Housing, Hazelwood Integrated College (mothers), Sentinus Ballyclare and Sentinus Rathmore, Bryson Charitable Group, Rathfern Community Centre, Cithra Carrickfergus, Newry LGBT women, Focus on Family Coleraine, Ballybot House in Newry and the Mid and East Antrim Labour Market Partnership. DIY courses were delivered across all these groups and the women were supported through WOMEN'STEC to access other programmes and services and further support.

Mid and East Antrim Borough Council: Multiply DIY Bootcamp

Following the successful delivery of a Women's DIY Programme in 2023 through a contract with Mid and East Antrim Borough Council, we bid for a contract to deliver a Multiply DIY Bootcamp. WOMEN'STEC were awarded the contract by Mid and East Antrim Borough Council to deliver two Multiply DIY bootcamps aimed at providing 20 participants with DIY and trade skills and increased confidence. The contract required the delivery of introductory trade skills sessions incorporating numeracy, followed by accredited training in a chosen trades' pathway, in accessible community venues. We delivered three cohorts (two as originally contracted, plus an additional cohort), in Martinstown and Carrickfergus. As an added bonus to the programme (and not required within the specification), we provided all three groups with the opportunity to attend a site visit to the new Ballymena NRC college during its construction, in partnership with our # NotJustForBoys Champion, Heron Bros. This provided participants with real world insights into construction sites, skills used on site, career insights demonstrating the vast array of employment roles involved in construction and engagement with project managers and site workers. 23 participants achieved both OCNNI Level 2 Introduction to Home DIY and OCNNI Level 1 Award in Understanding Length, Weight and Capacity. Participants also benefited from hands-on practice using professional tools and materials, with 23 receiving their own drill on completion, supporting independent use of their new skills at home. Feedback from learners highlighted the value of increased employer interaction and post-programme support.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

NotJustForBoys Champions Initiative

Our Champions initiative entered its third year, with 33 private sector businesses proudly named as # NotJustForBoys Champions, supporting our mission and providing us with unrestricted income, with an increase of 43% from the previous year. More importantly, the Champions have been a major driver for us in developing our programmes and operations and supporting more women to explore careers in industries where women are underrepresented. This has included opportunities for many site visits, supporting the delivery of projects, donating materials and volunteer time, particularly from female role models. During 2024-2025, approximately 64% of our total income involved partnership or collaborative working, with both Champions and other VCSE partners. This year, key highlights of our engagement in partnership working with our Champions included:

- Dulux Decorator Centre provided sponsorship of 2 x women's painting and decorating courses at WOMENS'TEC. This involved site visits to their local decorating centre in Newtownabbey, staff volunteer time to provide knowledge and insights into paint and painting tools and donation of paint for the participants to paint and decorate one of our training rooms.
- WOMENS'TEC featured an interview with our Champion, CFM, to share the message of their female apprentice Caoimhe, who won Apprenticeship of the Year in 2024.
- NI Water hosted a coffee morning and quiz for their staff in support of raising funds for WOMENS'TEC during International Women's Day
- We wrote an article for Specify Magazine, Northern Ireland's No.1 Construction Magazine, detailing our # NotJustForBoys Champions initiative and our programmes and ways in which we can deliver social value outcomes for public procurement construction contracts
- Heron Bros hosted a site visit to the Ballymena NRC Campus development for a group of women from our DIY courses being delivered in the Mid and East Antrim region.
- We were featured for an article in The Irish News to showcase our # NotJustForBoys programme and our partnerships with the industry in increasing awareness of careers in construction
- Our CEO spoke on a panel about social value in construction at the Chartered Institute of Building's annual members event in February. We also held a stall at this event to showcase our work and opportunities for collaborations with the industry through our Champions programme.
- We hosted two site visits to the Department for Communities' Historic Environment Division to provide participants with hands-on experience and traditional heritage techniques. This sparked interest for some participants who were interested in exploring further careers in heritage.
- We held another 3 Girls into Construction Days in partnership with the Construction Industry Training Board (CITB) aimed at showcasing careers in construction and targeted at schoolgirls.
- The Braidwater Group hosted 3 x site visits to their largest ever construction site on the Monagh Bypass where they are delivering over 650 new homes, including 550 social housing units and new community facilities. Students from our Tiling class gained an insight into the extensive planning and logistics involved in a project of this scale, exploring houses at various stages of construction and gaining an understanding of the various roles involved in delivering a project of this size. A tiler working on the project provided a demonstration and walked through a typical week on-site. Students from our gardening class also attended a site visit, where they had a similar experienced and then planted trees for three of the new social housing units. Finally, staff were provided with a site visit to gain a better understanding of the process and stages of delivering such a large construction project.
- Our CEO attended the Construction Employers' Federation annual awards dinner, providing opportunities to network with many construction companies and identify opportunities for our programmes and students.
- We hosted 3 summer schemes for the # NotJustForBoys programme in summer of 2024 – in Belfast, Kilkeel and Crossmaglen. The Belfast summer scheme was sponsored by our Champion, Harland & Wolff and targeted for girls aged between 10-15 yrs old learning about the process of boat building. They learned skills in joinery construction to build two different types of boats that were then launched on the River Lagan as part of the River Lagan Boat Parade hosted by WaterWorks. Our Champion, Dulux Decorator Centre also provided donation of paint for the girls to decorate the boats they built. JP Corry provided donations of materials for all the summer schemes.
- Our Champion, Combined Facilities Management (CFM) sponsored a DIY programme for women in the Antrim and Newtownabbey Borough as part of their social value delivery plan.
- Our Champion, Flynn (Construction) installed new windows at the back of our building. They match funded (sponsored) the remaining difference in costs from Belfast City Council's Local Investment Fund grant we received to upgrade the windows.

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DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

- JP Corry continues to support our programmes and courses throughout the year, sponsoring the #NotJustForBoys Homework Club, providing site visits to their building merchant yards, donated materials and role models.
- In partnerships with our Champion, the Construction Industry Training Board (CITB) hosted a taster day for P7 pupils at WOMEN'STEC, providing hands on experiences at various trades.

It is evident to see the non-monetary value of the partnerships and collaborations over the past 12 months, particularly in enhancing the opportunities and experiences for the participants on our programmes. This work contributes significantly to our mission of enabling women and girls to access careers in industries where they are under-represented and our vision of an inclusive, sustainable society and economy where women and girls can reach their full potential and thrive.

We also held our first annual 'Breakfast of Champions' event at WOMEN'STEC in June 2024. This event brought together all our Champions, individual supporters and other relevant stakeholders to come together and celebrate the support provided by Champions to our programmes and organisation, hear success stories and networking opportunities between Champions. This was very successful, and we found an appetite from Champions to network between one another, creating more opportunities for collaborative work together and sharing of ideas and knowledge of how to support WOMEN'STEC.

Other key notable activities and achievements

This year, we continued to house and manage the work of the Northern Ireland Women's Budget group, be represented on the Greater North Belfast Women's Forum, advised on the Rank Foundation's RankNet Leaders Action Group, sit on the DfE Skills Strategy sub-committee on Equality, Diversity and Inclusion, sit on the Urban Villages Reference Group, represented on NICVA's Economic Inactivity Group, and work alongside our partner organisations on the Women's Regional Consortium funded through the Regional Infrastructure Support Programme.

We were also contracted as community partners in a Local Policy Innovation Partnership (LPIP), EPIC Futures, led by Ulster University. The aim of this is to create evidence-based solutions to fair and inclusive employment across Northern Ireland. As a community partner, we will be supporting research into economic inactivity amongst women, through focus groups and consultation with our participants. We will also be supporting research into an effective evaluation toolkit for the voluntary and community sector in Northern Ireland.

In January 2025, we submitted a bid to the UK Government funded 'Shared Prosperity Fund' to continue delivering our Building Futures programme in collaboration with Bolster Community and Women in Business. This was successful, securing transition year funding for 2024-2025 for this project to support economically inactive women into employment in the Newry, Mourne and Down, Armagh, Banbridge and Craigavon, Belfast and Derry regions.

In January 2025, we formally established a consortium to submit a bid to the Department for the Economy's Apprenticeship Inclusion Challenge Fund to deliver a programme of mentoring, support and awareness for girls in construction-related apprenticeships. Having been successful with this bid, WOMEN'STEC are the lead partner, bringing together CIOB, North West Regional College, South Eastern Regional College, Northern Ireland Housing Executive and Construction Futures. Through this, CIOB have committed to working with us to develop a mentoring programme for girls in apprenticeships that will involve their members training to become mentors.

We are delighted that our CEO was recognised for her work in building and developing relationships by being nominated and successfully awarded the Leading Collaborations & Partnerships Award at the CO3 Annual Leadership Awards 2025 for WOMEN'STEC's work in collaborating across and within sectors.

We have increased our exposure in various media, which has increased our reach throughout Northern Ireland, having been featured in the following publications: Specify (Northern Ireland's No.1 Construction magazine), Mineral Product Association's 2024-2025 Journal, The Irish News, BBC Radio Ulster (Sunday Sequence x 2), Newry.ie, Drogheda Life, NI Builder.

In May 2024, we hosted a visit a delegate from Philadelphia, led by Bill Strickland, the founder and chair of the Manchester Craftsmen's Guild and Bidwell Training Centre in Pittsburgh, Philadelphia, who work with disadvantaged and at-risk youth through involvement in the arts and providing job training for adults. The purpose of the visit was to exchange knowledge and gain insights into community and youth development and to explore potential opportunities for future investment in Northern Ireland.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

In July 2024, we expanded our senior leadership team and welcomed a new role, Head of Operations, to oversee our growing programmes and services team. We also welcomed a new finance officer to support our Head of Corporate Services and the wider finance function of the organisation. We have implemented several structural, management and operational recommendations from our 2024 organisational review, including reviewing and updating policies and procedures and the appointment of an external HR company.

Achievements and performance

Between April 2024 to March 2025, 436 women engaged with our Connect 4 Women (WTEC's delivery), Building Futures, women's wellbeing and VCSE collaborative programmes and 728 girls engaged with the # NotJustForBoys Programme, an increase of 56% from 2023/2024. A further 104 women completed our general public sales courses. In total, we engaged 1,268 women and girls across all our programmes and services in 2024-2025. We delivered 23 DIY courses, 15 Level 2 accredited trade courses, 8 employability skills courses, 5 health, wellbeing and personal development courses and 141 participants received an accreditation. We support 32 women into employment, 113 women to actively seek employment, 71 into further training / education and 23 in volunteering or another positive outcome. 96% of participants reported increased confidence after completing programmes, 87% reported improved wellbeing, 93% reported new skills and knowledge gained and 95% reported a positive move towards their goals.

We have provided feedback and case studies below to provide the human stories behind the outcome data above.

- **Confidence**

"It has allowed me to get out of the house and meet a great bunch of girls, get my confidence back and improve my mental health, and just get my sparkle back. I was worried that nobody would employ someone with Rheumatoid Arthritis because of potential illness and taking time off but the mock interviews have been unreal and the interviewer has really helped to break this barrier for me".

- **Mental Health**

"The programme inspired me to believe in myself and helped me enable myself envision doing business and working for myself. As a student of the Personal Finance and the Make Money for Yourself classes on the Building Futures Programme, I have recently set up an online digital business and made my first £300! Additionally, my involvement in the Make It, Sell It initiative and the sense of community and well-being I have found through the Horticulture class have significantly improved my confidence and sense of purpose. I am incredibly grateful for the opportunities provided, including the financial support (bursary through Building Futures) that has allowed me to start my Level 4 in Art, Design and Media Practice at Belfast Metropolitan College. The skills I've gained, especially from the OCN in Computer Administration, have been invaluable in managing my business, and I am thrilled with my progress so far. Thank you so much for the wonderful help and support. Your encouragement has truly made a difference in my journey."

- **Vocational**

"The sense of achievement is great. Also, as women bringing these skills home and showing our children what can be achieved is really important. Everyone was so positive and encouraging on the Programme. We now have skills we can take forwards. The Make it course had a clear pathway with clear aims and objectives. The Money Management course was really useful for looking into any sort of self-employment – such as budgeting and profit margins. Also, the mix of the courses was very successful.

- **Employment**

"If I hadn't done the employability course I would still be unemployed. Rachel took us through the interview process and it was amazing. Having someone help you complete a CV and prepare for interview was a lifesaver. Also, having that sense of accountability is key. The practical information on benefits has also been very useful."

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

- **Skills**

"I always wanted to do it. From I was a little girl I wanted to be a carpenter. But in my day women didn't do that. You were a home maker and looked after babies. It's always been there but I just need the confidence."

- **Loneliness and Social Isolation**

"The Programme has made me more confident in terms of job seeking in the future. I am less lonely and made new mum friends. I have also learned to improve myself in many different ways such as how to approach job interviews and what being a classroom assistant involves."

Feedback from Belfast Jobs and Benefits Office

"The biggest barriers we see are mental health conditions, not just for the women themselves but often their children, many of whom were Covid babies. Many mothers do not want to upset their child's routine by taking on work. Some use their child as an excuse because there is the fear of doing something new and a lack of confidence. Many women themselves present with anxiety, problems with communicating and mental health conditions. These issues mean that they are not work ready but the BFP brings them much closer to being work ready than they previously were. For these individuals, the inclusion of support in becoming self-employed has been extremely beneficial, as they often see traditional jobs as being unfeasible for them. A lot of women we see do not have familial support. The BFP increases their support network by connecting them with other like-minded women. As an organisation we always try to understand and provide holistic support – financial, social and mental health. The BFP is an important element of this support. It really does transform the claimants' lives. I am amazed at the difference a short course with WOMEN'STEC has had on the women involved."

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Financial review

The Financial Statements deal with all the income and expenditure of the charitable company, as well as its financial position at the year end. The results for the year and the financial position were considered satisfactory by the trustees.

At 31 March 2025, total charity funds were £499,641 (2024: £537,522), of which £373,400 were unrestricted (2024: £356,720). Overall, reserves decreased by £37,881.

All monies received supported key objectives of the charitable company, funding charitable activity costs, both direct and support.

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable 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 trustees' policy is to retain a level of free reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The charitable company has developed a plan to establish and maintain an agreed level of free reserves of £184k to cover 3 months' salary and core running costs, a redundancy pay reserve and a reserve for final audit fees, leasing charges and other contingencies as at 31 March 2024.

Whilst actual unrestricted reserves at 31 March 2024 were £ (2023: £235,439), £ was designated for future capital spend and £ was tied up in fixed assets, leaving free reserves of £ (2023: £202,066).

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

c. Principal funding

The principal funding of the organisation derived from an anonymous Private Foundation, The National Lottery Community Fund, Northern Ireland Housing Executive, UK Shared Prosperity Fund/Department of Levelling Up, Housing & Communities, Construction Industry Training Board NI, BBC Children in Need, The Executive Office (Urban Villages), The Rank Foundation, The Ireland Funds, Centre for Cross Border Studies/IFI, Community Development & Health Network, The Esmee Fairbairn Foundation, Ulster University/Joseph Rowntree Charitable Trust, Department of Foreign Affairs, Dormant Accounts Fund NI, Garfield Weston, LFT Charitable Trust,

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Plans for future periods

After another successful year of growth and development, guided by our strategic plan, key activities for growth and development during 2025-2026 include:

- Establishing our presence in the North West region. We identified a new workshop space in Creggan, Derry City which will open in September 2025, bringing our programmes and services to women and girls across the region, representing our commitment and intention to expand our service delivery to the north west region in line with our strategic priorities for 2024-2027.
- Establish and deliver the new # NotJustForBoys Pathways Plus programme, leading a consortium of 6 partners across education, VCSE and construction and funded through the Department for the Economy's Apprenticeship Inclusion Challenge Fund.
- Continue to deliver the 'Building Futures' programme, in partnership with Bolster Community and Women in Business NI, focusing on expanding the areas of delivery and achieving employability outcomes for women on the programme.
- Following our governance review last year, we will be recruiting new board members with various skills and knowledge to strengthen our board and governance structures.
- As we continue to grow and expand our programmes and services across Northern Ireland, we will be recruiting for a new role, Training and Resources Manager, to oversee the development and management of our course curriculum, tutor management, training equipment and resources, our 3 workshops and our outreach kits and van. This is aimed at improving the quality of our service provision and will involve collaboration with the industry to develop further pathways from our courses into training, education and employment within sectors where women are under-represented.
- We will also be supporting staff to increase our knowledge of Green Skills and the Green Economy. We aim to do this through our Champions Network, working with Champions such as Phoenix Energy, NIE, Translink and others who are leading the way in sustainability. This is to enable us to be better informed of future skills for work to be able to support our participants into employment in growth sectors, where women are under-represented.
- Work with our partner, Longford Women's Link, to increase the capacity of our staff team to support women and girls using our services affected by violence against women and girls, through training and resources. We will also be developing a programme to increase awareness and provide support to women using our services.
- Begin the process of exploring options and viability of building a new home for WOMEN'STEC
- Continue to grow the # NotJustForBoys Champions network to increase support from relevant industries.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum and Articles of Association.

The charitable company is constituted under a Memorandum and Articles of Association and is a registered charity, number NIC100185.

The principal object of the charitable company is to provide advancement of education and the prevention and relief of poverty and unemployment amongst people and in particular women and young girls primarily in Northern Ireland and also elsewhere.

b. Public Benefit Statement

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008.

The direct benefits accruing from our purposes as noted with the Charities Commission in Northern Ireland include:

- Students gain qualifications and practical skills;
- Students experience heightened self-esteem and confidence enabling them to move forward into further training and education or employment;
- Students enhance their employability, increasing their opportunities to move into further training and education or employment; and
- Students are better equipped to move into paid employment, therefore increasing their economic security.

There have been no changes in the objectives since the last annual report.

c. Governance and methods of appointment or election of trustees

The management of the charitable company is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association.

Day to day management was delegated to the Chief Executive Officer, Lynn Carvill, whose salary is set by the Board.

Other employees are paid in accordance with the National Joint Council (NJC) for Local Government Services Payscale.

d. Risk management

The trustees have a risk management policy which comprises:

- An annual review of the principal risks and uncertainties that the charity face.
- A risk register covering 7 key categories of risk is maintained and updated annually and more frequently where risks are known to be volatile and an accompanying risk mitigation plan which outlines existing controls procedures and proposed controls procedures improvements and actions
- Key roles and responsibilities of the board and staff in risk governance

Financial risks remain the most significant, reflecting pressures familiar across the sector. These include limited investment in long-term income sustainability, rising operational costs, and the need for stronger cashflow management. Controls are in place, including improved forecasting and ongoing income development work, but the overall financial environment continues to present challenges that require close monitoring.

Governance and HR risks focus on maintaining strong oversight, compliance, and workforce stability. These include ensuring that policies and procedures remain up to date, retaining skilled staff, and maintaining the organisational knowledge needed to deliver specialist programmes. Mitigations include regular policy reviews, enhanced internal communication, and investment in leadership and staff development. Although residual risk levels vary, these areas remain stable due to consistent oversight from senior management and the Board.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

DIRECTORS' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Operational risks span facilities, equipment, IT systems, and service delivery. The organisation continues to work within an ageing building and faces ongoing risks related to wear, maintenance, accessibility, and the reliability of IT systems. Service-delivery risks relate to programme quality, data management, and the ability to meet demand with available resources. Improvements to digital systems, stronger data controls, and clearer operational procedures provide meaningful mitigation. However, infrastructure limitations and increasing programme demand keep these risks firmly on the agenda for the coming year, particularly as the organisation explores future premises options and ongoing investment in systems and equipment.

The directors who served during the year and up to the date of signature of the financial statements were:

Maria Bradley
Siobhan Brown
Sylvia Gordon
Nuala Griffiths
Andrea Morrow
Michael Potter
Nicola McCleery

(Resigned 22 November 2024)

Recruitment and appointment of trustees

Statement of directors' responsibilities

The directors, who also act as trustees for the charitable activities of #cd2, are responsible for preparing the Directors' 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 directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the directors are required to:

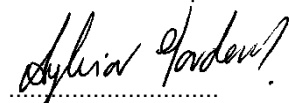
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

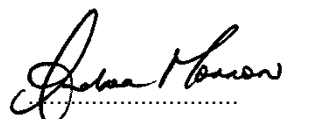
Auditor

In accordance with the company's articles, a resolution proposing that HM Chartered Accountants be reappointed as auditor of the company will be put at a General Meeting.

The directors' report was approved by the Board of Directors.



Sylvia Gordon



Andrea Morrow

Date: 14/11/2025

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Opinion

We have audited the financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the statement of financial position, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE DIRECTORS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the directors' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Accounts and Reports Regulations (Northern Ireland) 2015 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the directors' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 65(2) of the Charities Act (Northern Ireland) 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE DIRECTORS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and/or senior management, and from our commercial knowledge and experience of the sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including Charities Act (NI) 2008, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and the company's legal advisors;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

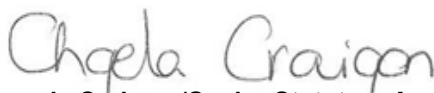
THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE DIRECTORS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities Accounts and Reports Regulations (Northern Ireland) 2015. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Angela Craigan (Senior Statutory Auditor)

For and on behalf of HM Chartered Accountants, Statutory Auditor

Chartered Accountants

6th Floor East Tower

Lanyon Plaza

8 Lanyon Place

Belfast

County Antrim

BT1 3LP

Date: 14/11/2025

HM Chartered Accountants is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	202,015	69,729	271,744	155,491	71,903	227,394
Charitable activities	4	68,196	766,639	834,835	52,275	785,218	837,493
Other trading activities	5	1,660	-	1,660	2,316	-	2,316
Total income		<u>271,871</u>	<u>836,368</u>	<u>1,108,239</u>	<u>210,082</u>	<u>857,121</u>	<u>1,067,203</u>
Expenditure on:							
Charitable activities	6	264,480	881,640	1,146,120	132,566	788,713	921,279
Total expenditure		<u>264,480</u>	<u>881,640</u>	<u>1,146,120</u>	<u>132,566</u>	<u>788,713</u>	<u>921,279</u>
Net income/(expenditure)		<u>7,391</u>	<u>(45,272)</u>	<u>(37,881)</u>	<u>77,516</u>	<u>68,408</u>	<u>145,924</u>
Transfers between funds		9,289	(9,289)	-	22,033	(22,033)	-
Net movement in funds	8	<u>16,680</u>	<u>(54,561)</u>	<u>(37,881)</u>	<u>99,549</u>	<u>46,375</u>	<u>145,924</u>
Reconciliation of funds:							
Fund balances at 1 April 2024		<u>356,720</u>	<u>180,802</u>	<u>537,522</u>	<u>257,171</u>	<u>134,427</u>	<u>391,598</u>
Fund balances at 31 March 2025		<u><u>373,400</u></u>	<u><u>126,241</u></u>	<u><u>499,641</u></u>	<u><u>356,720</u></u>	<u><u>180,802</u></u>	<u><u>537,522</u></u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	12		40,990		43,584
Current assets					
Debtors	13	47,545		75,764	
Cash at bank and in hand		482,761		550,535	
		<u>530,306</u>		<u>626,299</u>	
Creditors: amounts falling due within one year	14	<u>(71,655)</u>		<u>(132,361)</u>	
Net current assets			<u>458,651</u>		<u>493,938</u>
Total assets less current liabilities			<u>499,641</u>		<u>537,522</u>
The funds of the charity					
Restricted income funds	15	126,241		180,802	
Unrestricted funds	16	373,400		356,720	
		<u>499,641</u>		<u>537,522</u>	


The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

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

The financial statements were approved by the directors on 14/11/2025.


.....
Sylvia Gordon


.....
Andrea Morrow

Company registration number NI034272 (Northern Ireland)

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(53,707)		243,278
Investing activities					
Purchase of tangible fixed assets		(14,067)		(33,710)	
Net cash used in investing activities			(14,067)		(33,710)
Financing activities					
Repayment of borrowings		-		(674)	
Net cash used in financing activities			-		(674)
Net (decrease)/increase in cash and cash equivalents			(67,774)		208,894
Cash and cash equivalents at beginning of year			550,535		341,641
Cash and cash equivalents at end of year			482,761		550,535

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

The Womens TEC (Training, Enterprise & Childcare Centre) is a private company limited by guarantee incorporated in Northern Ireland. The registered office is 29 Chichester Ave, Belfast, BT15 5EH.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 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 are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% Straight Line
Computers	25% Straight Line
Motor vehicles	20% Straight Line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	13,051	-	13,051	11,648	-	11,648
Grants	188,964	69,729	258,693	143,843	71,903	215,746
	<u>202,015</u>	<u>69,729</u>	<u>271,744</u>	<u>155,491</u>	<u>71,903</u>	<u>227,394</u>

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Charitable activities						
Contractual service level agreements	-	18,365	18,365	-	26,654	26,654
Grants	-	748,274	748,274	-	758,564	758,564
Primary purpose trading	66,396	-	66,396	47,225	-	47,225
Income from property	1,800	-	1,800	5,050	-	5,050
	<u>68,196</u>	<u>766,639</u>	<u>834,835</u>	<u>52,275</u>	<u>785,218</u>	<u>837,493</u>

Performance related grants analysis

	Charitable activities 2025 £	Charitable activities 2024 £
Connect 4 Women - TNL Community Fund	99,385	98,872
Sustaining Tenancies - NIHE	-	8,851
Building Futures Partnership - Department for Levelling Up, Housing & Communities	437,866	434,541
Promoting Opportunities Programme 'NotJustForBoys' - various	90,285	94,310
CBenAct Cross-border Project - IFI	9,280	18,239
Women's Wellbeing - Community Development & Health Network	12,000	2,400
NI Women's Budget Group (NIWBG)	49,458	65,000
Department of Foreign Affairs	-	15,173
Awards for All	20,000	-
NJFB Pathways+	30,000	-
Other	-	21,178
	<u>748,274</u>	<u>758,564</u>

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Room & equipment hire	1,660	2,316

6 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	401,009	312,489
Director programme & activity costs	432,025	324,152
	<u>833,034</u>	<u>636,641</u>
Share of support and governance costs (see note 7)		
Support	313,086	284,638
	<u>1,146,120</u>	<u>921,279</u>
Analysis by fund		
Unrestricted funds	264,480	132,566
Restricted funds	881,640	788,713
	<u>1,146,120</u>	<u>921,279</u>

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Support costs allocated to activities

	2025 £	2024 £
Staff costs	174,440	162,454
Depreciation	16,656	15,231
Utilities	30,430	34,058
Repairs & maintenance	2,676	1,351
Insurance	2,585	2,309
Motor & travelling costs	11,948	10,660
Telephone & internet	5,465	6,385
IT costs	7,474	7,409
Office expenses	21,137	13,550
Finance & professional fees	30,136	25,814
Staff training	8,363	4,352
Membership fees	1,776	1,065
	<u>313,086</u>	<u>284,638</u>
Analysed between:		
Charitable activities	<u>313,086</u>	<u>284,638</u>

8 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	3,600	2,150
Depreciation of owned tangible fixed assets	<u>16,656</u>	<u>15,231</u>

9 Directors

None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>17</u>	<u>19</u>
Employment costs	2025 £	2024 £
Wages and salaries	<u>575,449</u>	<u>474,943</u>

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

2025 Number	2024 Number
1	1
<u>1</u>	<u>1</u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	162,064	155,707
	<u>162,064</u>	<u>155,707</u>

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Tangible fixed assets

	Fixtures and fittings £	Computers £	Motor vehicles £	Total £
Cost				
At 1 April 2024	66,046	-	22,788	88,834
Additions	2,667	11,400	-	14,067
	<u>68,713</u>	<u>11,400</u>	<u>22,788</u>	<u>102,901</u>
At 31 March 2025	68,713	11,400	22,788	102,901
	<u>68,713</u>	<u>11,400</u>	<u>22,788</u>	<u>102,901</u>
Depreciation and impairment				
At 1 April 2024	44,116	-	1,139	45,255
Depreciation charged in the year	9,534	1,425	5,697	16,656
	<u>53,650</u>	<u>1,425</u>	<u>6,836</u>	<u>61,911</u>
At 31 March 2025	53,650	1,425	6,836	61,911
	<u>53,650</u>	<u>1,425</u>	<u>6,836</u>	<u>61,911</u>
Carrying amount				
At 31 March 2025	15,063	9,975	15,952	40,990
	<u>15,063</u>	<u>9,975</u>	<u>15,952</u>	<u>40,990</u>
At 31 March 2024	21,935	-	21,649	43,584
	<u>21,935</u>	<u>-</u>	<u>21,649</u>	<u>43,584</u>

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	22,166	12,410
Prepayments and accrued income	25,379	63,354
	<u>47,545</u>	<u>75,764</u>

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	60,668	98,534
Other creditors	2,424	6,557
Accruals and deferred income	8,563	27,270
	<u>71,655</u>	<u>132,361</u>

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Connect 4 Women - TNL					
Community Fund	14,450	99,385	(113,835)	-	-
Sustaining Tenancies - NIHE	12,767	-	(12,767)	-	-
Building Futures Partnership - Department for Levelling Up, Housing & Communities	46,748	437,866	(484,614)	-	-
CITB	-	33,785	(33,785)	-	-
BBC Children in Need	7,899	28,500	(31,523)	-	4,876
TEO Urban Villages	37	-	(37)	-	-
The Rank Foundation - Start Here	8,446	28,000	(29,219)	-	7,227
The Ireland Funds	3,708	-	-	-	3,708
CBenAct Cross-border Project - IFI	196	9,280	(8,602)	-	874
Women's Wellbeing	-	12,000	(4,262)	(7,738)	-
NIWBG	34,369	39,458	(40,915)	-	32,912
NIWBG - Standard Life Foundation	3,278	-	-	-	3,278
NIWBG - Esmee Fairburn Foundation	12,605	-	-	(6,000)	6,605
NIWBG - Ulster University /JRCT	9,112	-	(5,355)	(2,000)	1,757
NIWBG - 30 Percy	-	10,000	-	-	10,000
Department of Foreign Affairs	7,345	-	(2,965)	-	4,380
WOMEN'STEC Emergency Fund	3,881	375	(1,619)	-	2,637
Awards for All	-	20,000	(9,240)	-	10,760
NJFB Pathways+	-	30,000	-	-	30,000
Other	15,961	87,719	(102,902)	6,449	7,227
	<u>180,802</u>	<u>836,368</u>	<u>(881,640)</u>	<u>(9,289)</u>	<u>126,241</u>

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Restricted funds	(Continued)				
Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Connect 4 Women - TNL					
Community Fund	12,689	98,872	(95,540)	(1,571)	14,450
Sustaining Tenancies - NIHE	29,937	8,851	(25,591)	(430)	12,767
Building Futures Partnership - Department for Levelling Up, Housing & Communities	-	434,541	(383,479)	(4,314)	46,748
CITB	-	22,944	(23,496)	552	-
BBC Children in Need	-	16,500	(8,052)	(549)	7,899
TWO Urban Villages	37	23,029	(21,851)	(1,178)	37
The Rank Foundation - Start Here	6,708	31,837	(30,099)	-	8,446
The Ireland Funds	3,708	-	-	-	3,708
CBenAct Cross-border Project - IFL	-	18,239	(18,043)	-	196
Women's Wellbeing - Community Development & Health Network	9,600	2,400	(3,995)	(8,005)	-
NIWBG - Open Society Foundation	32,385	-	-	-	32,385
NIWBG - Standard Life Foundation	3,278	-	-	-	3,278
NIWBG - Joseph Rowntree Reform Trust	1,984	-	-	-	1,984
NIWBG - Esmee Fairbairn Foundation	2,196	48,100	(31,691)	(6,000)	12,605
NIWBG - Ulster University/JRCT	-	16,900	(5,788)	(2,000)	9,112
Department of Foreign Affairs	7,357	15,173	(14,700)	(485)	7,345
WOMEN'STEC Newry - CTS Projects	-	26,654	(27,141)	487	-
WOMEN'STEC Emergency Fund	-	5,400	(1,519)	-	3,881
Other	24,548	87,681	(97,728)	1,460	15,961
	<u>134,427</u>	<u>857,121</u>	<u>(788,713)</u>	<u>(22,033)</u>	<u>180,802</u>

Each of the restricted funds above relates to activities which are key to meeting the objectives of the charitable company. The Trustees' Report gives details of these activities, achievements attained and the performance highlights during the year.

Transfers from restricted to unrestricted funds are in line with conditions laid down by funders.

In addition to this, there were transfers from restricted to unrestricted of £7,738 from Women's Wellbeing for management fees, overheads, childcare, travel and other costs classified as unrestricted, and £6,000 and £2,000 management fees from NIWBG Esmee Fairbairn and NIWBG Ulster University/JRCT respectively.

Unrestricted funds totaling £6,449 were transferred to cover small deficits on restricted funds.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Capital Funds	43,584	-	(16,661)	14,067	40,990
General Funds	283,136	271,871	(247,819)	(4,778)	302,410
Designated Funds	30,000	-	-	-	30,000
	<u>356,720</u>	<u>271,871</u>	<u>(264,480)</u>	<u>9,289</u>	<u>373,400</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Capital Funds	25,105	-	(15,231)	33,710	43,584
General Funds	202,066	210,082	(117,335)	(11,677)	283,136
Designated Funds	30,000	-	-	-	30,000
	<u>257,171</u>	<u>210,082</u>	<u>(132,566)</u>	<u>22,033</u>	<u>356,720</u>

Unrestricted capital funds represent tangible fixed assets.

Unrestricted funds designated for future capital spend are under review and remain at £30,000 for now.

17 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	40,990	-	40,990
Current assets/(liabilities)	324,410	134,241	458,651
	<u>365,400</u>	<u>134,241</u>	<u>499,641</u>
Per balance sheet	373,400	126,241	499,641
Balance to allocate	8,000	(8,000)	-

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	43,584	-	43,584
Current assets/(liabilities)	313,136	180,802	493,938
	<u>356,720</u>	<u>180,802</u>	<u>537,522</u>

18 Related party transactions

Womens'tec Non-Traditional Occupations Ltd (NI067460) is a dormant private company limited by guarantee with the same registered office address as and two common directors with The Womens Tec.

There have been no other related party transactions in the reporting period that require disclosure.

19 Connected Charities and Joint Arrangements

The accounts of the charitable company include income and expenditure in relation to connected charities with which it collaborates.

As lead partner on the Building Futures programme funded by the Department for Levelling Up, Housing & Communities, WOMEN'STEC receives grant monies on behalf of the Bolster Community and Women in Business NI. Of the total monies of £437,866 received and accounted for in the year ended 31 March 2025 (2024: £434,541), £31,987 was due to the Bolster Community (2024: £114,790) and £14,341 to Women in Business NI (2024: £34,853).

As lead partner on the Connect 4 Women programme funded by The National Lottery Community Fund, WOMEN'STEC receives grant monies on behalf of Shankill Women's Centre and Glow. Of the total monies of £99,385 received and accounted for in the year ended 31 March 2025 (2024: £98,871) £6,973 was due to Shankill Women's Centre (2024: £28,686) and £Nil to Glow (2024: £15,585).

The Trustees' Report explains that resources were secured for the Northern Ireland Women's Budget Group (NIWBG) which WOMEN'STEC is incubating.

In the year ended 31 March 2025, there was £49,458 of NIWBG income accounted for in WOMEN'STEC accounts (2024: £65,000). Funds unexpended at 31 March 2025 are carried forward as a reserve in case of loss or reduction of funding for NIWBG in the future.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20	Cash (absorbed by)/generated from operations	2025 £	2024 £
	(Deficit)/surplus for the year	(37,881)	145,924
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	16,656	15,231
	Movements in working capital:		
	Decrease in debtors	28,224	9,973
	(Decrease)/increase in creditors	(60,706)	72,150
	Cash (absorbed by)/generated from operations	<u>(53,707)</u>	<u>243,278</u>

21 Analysis of changes in net funds

The charity had no material debt during the year.

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland - Charity number 100185

Accounts

Registered company number: NI034272 (Northern Ireland)
Charity Commission for Northern Ireland number: NIC100185
HMRC registered charity number: NI01295

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

CG Taggart Accountancy Services
Chartered Accountants and Registered Auditor
17 Cypress Crescent
Donaghadee
Co. Down
BT21 0QG

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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FOR THE YEAR ENDED 31 MARCH 2024**

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THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

Trustees (directors for the purposes of company law)	Sylvia Gordon, Chairperson Andrea Morrow, Treasurer (from 31 May 2023) Norah Baillie, Treasurer (resigned 31 May 2023) Michael Potter Nuala Griffiths Maria Bradley Siobhan Brown Nicola McCleery
Company registered number	NI034272 (Northern Ireland)
CCNI Charity registered number	NIC100185
HMRC registered charity number	NI01295
Principal operating and registered office	29 Chichester Avenue Belfast BT15 5EH
Company secretary	Lisa McCann
Chief Executive	Lynn Carvill
Independent auditor	CG Taggart Accountancy Services 17 Cypress Crescent Donaghadee Co Down BT21 0QG
Bankers	First Trust Bank 35 University Road Belfast BT7 1ND
Solicitors	Edwards & Co 28 Hill Street Belfast BT1 2LA

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
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**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

The trustees present their annual report together with the audited financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) Ltd (WOMEN'STEC) for the year 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a Trustees' report and a Directors' report under charitable 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 charitable 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

Mission: "Enable women and girls to access careers in industries where they are under-represented."

Vision: "An inclusive, sustainable society and economy where women and girls can reach their full potential and thrive."

WOMEN'STEC is registered with the Charity Commission for Northern Ireland with the following aims:

- To prevent and/or relieve poverty and advance education and training in Northern Ireland; and
- To provide facilities in the interest of advancing women's involvement in sectors of training and employment that have low levels of female participation, specifically women who are socially and economically disadvantaged.

The purpose of WOMEN'STEC is the advancement of education and the prevention and relief of poverty and unemployment, in particular of women and girls aged 12 or over living in Northern Ireland.

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

Objectives and activities (continued)

b. Strategies for achieving objectives

During 2023-2024, the strategic objectives as outlined within our 2021-2024 strategic plan, that have driven our annual operational priorities include:

1. Continued development of organisational resilience and sustainability;
2. Raise WOMEN'STEC profile and influence;
3. Increase social and cultural impact of WOMEN'STEC programmes;
4. Increase reach of WOMEN'STEC programmes; and
5. Assure corporate governance mechanisms.

In April 2023, the staff and board undertook a strategic planning exercise, supported by an external consultant, to reflect on the previous strategic plan period, and develop new strategic objectives as the organisation emerged from Covid and into an exciting, new period of growth and development. Whilst our previous strategic plan was to cover the period until 2024, it was decided that, based on significant changes internally and externally, it was the appropriate time to reflect, review and revise our strategic objectives. Following an intensive period of strategic planning and stakeholder consultation between April 2023 and August 2023, our new strategic plan for 2024-2027 was developed and launched at our 25th anniversary event in September 2023.

Our new strategy sets out 10 strategic priorities that we will work towards over the next four years, building upon the foundations laid during the previous years and embracing a sense of optimism for the future. Our mission is clear: to enable women and girls to access careers in industries where they are under-represented. Our plan is not just a roadmap; it is a living testament to our dedication to creating an inclusive, sustainable society and economy where women and girls can reach their full potential and thrive. The 10 strategic priorities that will drive our work over the next four years are as follows:

1. **Training of women:** Deliver high-quality training programmes to enable women to develop the confidence and skills and build successful careers, particularly in industries in which they are under-represented.
2. **Training of children and young people:** To work with girls to increase awareness of career stereotypes and opportunities in industries where women and girls are under-represented, particularly construction.
3. **Working with employers:** Work with employers and industry bodies to promote a diverse and inclusive workforce and workplace.
4. **Influencing public policy and practice:** Contribute to the development of government policy and practice in support of WOMEN'STEC mission.
5. **Research and evaluation:** Ensure the organisation has the appropriate data and analysis to operate effectively and continuously improve.
6. **Premises, technical and physical resources:** Ensure the organisation has the premises and other technical and physical resources to achieve its aims and objectives and these are effectively maintained and managed.
7. **Human Resources:** Ensure the organisation has the staff to achieve its aims and objectives and these staff are effectively supported, managed and have the opportunity to develop.
8. **Finances:** Ensure WOMEN'STEC has the financial resources it needs to achieve its aims and objectives, and these resources are effectively planned, managed and reported on.
9. **Communications:** Ensure WOMEN'STEC effectively communicates with all its stakeholders.
10. **Governance:** Ensure the governance of WOMEN'STEC complies with the requirements of the law and best practice.

Our strategic plan is underpinned by the values of inclusion, equality, empowerment and sustainability. In ensuring we are continually striving to work towards our priorities, we undertook operational planning in November 2023 to identify objectives for the first year of implementation of our strategic plan and will continue this process on an annual basis.

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

Objectives and activities (continued)

c. Activities for achieving objectives

In delivering on our strategic priorities, we have three core groups: women returners, children and young people, and young mothers, which our programmes and services are targeted to in working to achieve our charity's aims and objectives. There are four core programmes that target the three core groups; Connect 4 Women, Sustaining Tenancies, Building Futures and Promoting Opportunities: #NotJustForBoys. In addition, we delivered additional programmes which align with our aims and objectives and provide additional opportunities for the three core groups.

Connect 4 Women

This partnership programme between WOMEN'STEC, Glow NI and Shankill Women's Centre began year four in April 2023. The five-year programme, funded by The National Lottery Community Fund, brings together the unique strengths of three women's organisations to provide participants (women returners) with activities, services and support aimed at improving life opportunities for women across north and west Belfast. Participants are offered skills training (accredited and non-accredited in trades and IT), adult learning (essential skills, GCSE Maths and English) and personal development, supported by other complementary courses designed to bolster skills and knowledge. It provides a personalised pathway of training and development in a way that is suited to their needs and personal situations, supporting them further with wraparound services such as childcare, health and wellbeing, and advice and support in accessing further training, employment or volunteering. This year, WOMEN'STEC continued to provide a range of construction trades and IT courses for 98 women. Courses included DIY (accredited and non-accredited), OCN Level 2 skills in garden horticulture, Introduction to Plumbing, 'Grow your own vegetables', driving theory, sculpture making with an International Sculpture Artists from Poland and a range of site visits. A Community Services Information Day was held with 10+ local community services organisations for women to find out more about additional and specialised support that is available within their communities, including counselling, addiction and advice services. The programme also provides one-to-one support to participants where necessary and this year, there was a significant increase in one-to-one support from the programme coordinator, supporting participants from help with financial distress and emergency situations, food bank support and domestic violence and abuse. As the programme enters its final year in April 2024, the partnership continues to engage with externally appointed evaluators who are reviewing and evaluating the programme, with an aim of producing a final evaluation report at the end of year 5, to support the partnership's futures plans for supporting what is viewed as growing need from this target group.

Sustaining Tenancies

This programme, funded through the Northern Ireland Housing Executive's Sustaining Tenancies programme, entered its second and final year in April 2023. The programme was aimed at supporting two cohorts of women annually (women returners and young mothers), living in Housing executive homes to thrive in their home environment and increase their opportunities for life and work that will all contribute to increasing their likelihood of sustaining their tenancies and reaching their full potential. Delivery included an 8-week personal development programme, a 10-week home DIY programme, a 6-week life and employability skills programme, and one-to-one support with issues impacting their tenancies, employment or employability-related support, and emergency crisis support. Additionally, the programme facilitates open dialogue between participants and the Housing Executive, where they can discuss issues around home repairs and connect with their local Patch Manager. This year, the personal development programme, adopting a holistic and personal approach, covered topics such as habit busting and resilience, moving forward – financially, socially, emotionally, energetically, relationships, health and family, Relationships – what do good and bad relationships look like, Heal Yourself (Louise Hayes) workshops and relaxation techniques. Participants also met with the Housing Executive to find out more about the services they provide, learn about what maintenance / DIY work they are allowed to carry out in their own homes and to learn about employment and apprenticeship opportunities with the Housing Executive. The 10-week DIY programme delivered to both cohorts was aimed at empowering participants to be confident and to be able to carry out home DIY projects. Topics within this programme included learning how to use drills, hanging shelves and curtain poles, how to fix a leaking tap and bleed a radiator, tiling both floor and walls, wallpapering, repairing plaster board and electrics – changing light fittings and replacing sockets.

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

c. Activities for achieving objectives (continued)

Sustaining Tenancies (continued)

The participants also completed a personal woodwork project that they could take home, such as planters and coffee tables. The life and employability course aspect of the programme focused more on life skills and included sessions on healthy eating, fermenting foods, growing herbs and vegetables, managing stress and anxiety and household budgeting, and included a session delivered by the Consumer Council for NI focusing on how to reduce electricity bills. Additionally, a resilience and self-defence course was delivered to participants to help them cope with situations such as walking alone, reading bad behaviour, what to do if feeling unsafe in public. 6 participants also accessed one to one employability support with WOMEN'STEC's employability and support officer, undertaking jobs skills training. 5 young mothers on the programme also attended a site visit with our Champion partner, Heron Brothers, to Templemore Avenue Baths, a local community asset in East Belfast. The site visit occurred to construction stage and enabled participants to experience a live building site, understand heritage restoration and learn about careers and employment in construction.

Building Futures Partnership Programme

WOMEN'STEC, as lead partner, was awarded over £870,000 over 2 years by the UK Government's Shared Prosperity Fund, to deliver a partnership programme with Bolster Community and Women in Business, focused on reducing economic inactivity. This new programme, entitled 'Building Futures', began in April 2023 and focuses on women who are economically inactive in the Newry, Mourne and Down and Greater Belfast regions. In year one of the programme, 266 women were engaged in courses across DIY / Trades, Personal Development, multiply funded numeracy and business start-up aimed at increasing confidence and employability skills to support women to move closer to employment. The expanse of delivery ranged across a wide geographical area in the Newry, Mourne and Down (NMD) region and greater Belfast, particularly bringing services to women in rurally isolated communities where fewer opportunities exist for training, support and development. Our partner, Bolster Community, led on the delivery of personal development, IT, work support and numeracy courses, such as Basic Maths for Parents, and Managing Finances, in the NMD region, whilst Women in Business led on the delivery of business start-up / entrepreneurship courses across the programme areas. WOMEN'STEC led on the delivery of all construction and DIY related courses across the programme and IT and employability support in the Belfast area. Alongside the programme, an important element for participants is access to one-to-one mentoring support from the programme's employability and support officers, one based in WOMEN'STEC in Belfast and one based in Bolster Community in Newry. This support offers tailored personal support to participants to help with their CV's, interview skills, plans for professional development, identifying areas for developing and supporting them with job search and connections to employers. With this, participants have access to bursary funds that can support them with studying or training for qualifications or certifications that are not offered through the programme but will enable them to pursue their employment goals. The programme will run until March 2025 and aims to support 420 women over the two-year period.

Promoting Opportunities Programme: #NotJustForBoys

Our flagship youth programme, POP: #NotJustForBoys, which challenges misconceptions and encourages, empowers and supports young girls to consider career opportunities in sectors where women are under-represented, continued to grow and develop in 2023-2024. Our schools programme continued in 2023. Three primary schools in the Urban Villages area completed 'Under the Bonnet' car mechanics programme between April and May, with 82 primary school girls in total. Additionally, in partnership with our Champions 'GEDA Construction', we delivered gender / careers in construction sessions with 27 P7 girls and boys to challenge gender stereotypes in April. Our Homework Club, which meets on a weekly basis, continued to work in partnership with our Champion, JP Corry, on a project to design and build construction toys for local nursery school children. The project was completed in April 2023 and a celebration event was held for the girls with JP Corry to recognise their achievements and learning over the course of the project.

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

c. Activities for achieving objectives (continued)

Promoting Opportunities Programme: #NotJustForBoys (continued)

In April, under WOMEN'STEC Newry, #NotJustForBoys delivered a programme of activities to schools and youth clubs in the Newry area, supported by the CTS Projects contract with the Housing Executive. A six-week programme was delivered separately in two youth clubs, the Magnet Centre and St John's Bosco to 12–16-year-olds, encompassing basic woodwork skills and a small personal project. A programme of courses, starting in March 23, continued into April delivered to Bolster Community's 'Bolster Go Girls' Youth Club, engaging 22 girls from 11-16 years old who struggle with their mental health. The programme of basic woodwork skills and a personal project helped to grow confidence and self-esteem whilst also increasing awareness of trades and careers in construction.

In the summer, the #NotJustForBoys team delivered four summer schemes, each sponsored by a #NotJustForBoys Champion. The 'BuildHer' Trades summer scheme was sponsored by Connolly & Fee and focused on basic introduction to construction skills and awareness of construction careers. The participants built their own stud wall which they plastered and decorated, with a few choosing to panel their walls whilst others tiled. The week culminated in a site visit to Connolly & Fee's construction site in Ardoyne Avenue, where participants were able to see how the skills they learned are put into action on a live construction site and learn about the variety of careers in construction. They explored issues such as gender equality, apprenticeships and other career pathways. In August, the second summer scheme, 'BuildHer Outdoors' for girls aged 13-16 yrs old, was sponsored by our Champion, JP Corry. This brought the girls together to learn basic woodwork and garden construction skills and build outdoor furniture and a brick BBQ. The week culminated in a site visit to JP Corry to learn about the history of JP Corry, apprenticeships, and the various supplies used in construction, and included a talk from a brick supplier on the making / creation of bricks and how they are used in construction. A third summer scheme, 'Under the Bonnet', focused on car mechanics and vehicle maintenance and was sponsored by Translink. Participants learned about basic car maintenance, cars and the rules of the road. The week culminated in a field trip to Translink in Great Victoria Street where they learned of the history of Translink, the variety of career opportunities in transportation, had a ride in an electric bus and met Translink's only female heavy vehicle mechanic. The final summer scheme 'Newry BuildHer' was sponsored by CTS Projects and focused on a basic introduction to construction skills, with participants designing, planning and building their own personal projects.

Between September and March, #NotJustForBoys ran an enrichment programme for 16-18yr old girls from Mercy College. The programme covered introductions to health & safety, drilling and sawing, and other basic trade skills. They designed, planned and built projects that they could sell at our Christmas Craft Fair, giving them an opportunity to not only put into practice the basic skills they learned to make products, but also to become their own project managers and learn the basics of entrepreneurship, boosting their confidence in themselves and their abilities. In the final quarter of the year the girls worked on an upcycling programme which provided them with the opportunity to choose their own pieces of furniture to strip back and refurbish to look new. They developed new skills, were introduced to new techniques and new tools to achieve their own desired pieces.

In October, in partnership with Henry Brothers, the #NotJustForBoys team hosted another successful Girls in Construction event in Magherafelt.

In November, the programme received new funding from BBC's Children in Need programme, enabling us to expand the #NotJustForBoys programme to other areas of Northern Ireland as well as expanding collaboration with youth clubs. This started in Newry, working with the EA Girls' Youth Service Club on a 6-week woodwork project learning the basic skills of woodwork and supporting their confidence and independence whilst designing and building Christmas themed projects.

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

c. Activities for achieving objectives (continued)

Promoting Opportunities Programme: #NotJustForBoys (continued)

In February, in partnership with our Champion, the Northern Ireland Housing Executive, the team delivered a 'Try a Trade' day for over 60 schoolgirls and women who came along to take part in practical workshops in a variety of trades, including joinery, electrics, plumbing, bricklaying and mechanics. The aim was to increase awareness of careers in trades and highlight the apprenticeship and employment opportunities which exist in these areas within the Housing Executive.

In partnership with our Champion, Heron Brothers, the team also held a construction careers workshop with boys and girls in P5 in Draperstown. This event aimed to show the importance of roles in construction, highlight the role of women in construction and break down gender stereotypes. The #NotJustForBoys team also hosted STEM activities and games for the students.

CBenAct Cross Border Project

Lead by the Centre for Cross Border Studies, the CBenAct project brings together WOMEN'STEC and Creative Spark, Dundalk, to engage on a capacity building programme to strengthen the skills, knowledge and resilience of organisations working in partnership on a cross-border basis. It aims to embed an approach to cross-border cooperation that sees it as central to organisations' work rather than as peripheral to their core missions. Five staff and two board members engaged in a series of workshops and residentials with Creative Spark to explore the skills necessary to deliver cross-border projects, the key principles to collaborating on a cross-border basis, identify shared issues and challenges facing border communities in which both organisations work and to identify solutions and actions that can help to build better communities along the border. Through the programme, WOMEN'STEC engaged with women from Lislea and Hilltown, two small communities just a few miles from the border, to engage in community dialogue and a cross border dialogue programme with women from Dundalk. The project used the strengths and skills of both organisations to provide skills in design and DIY to work on practical projects, empowering women with skills that they can use in their own homes and communities, whilst also boosting confidence and self-reliance, as well as confidence in speaking with other people and working together as a group. The groups came together and discussed challenges and issues facing women and families that are both shared and unique to both communities on each side of the border. The project continues into 2024-2025.

Women's Wellbeing Community Pharmacy Project

The Women's Wellbeing project is delivered in partnership with our local pharmacy, Crossin Chemist, through the Community Development Health Network's Building Community Pharmacy Partnerships programme. The programme offers women engaged on any of our courses an additional wellbeing programme to support them with issues and learning of health and wellbeing, adopting a community development approach. The programme involved 14 workshop sessions led by Crossin Chemist, covering topics such as the menopause, family health, role of the pharmacist in the community, drugs and alcohol, sexual health, amongst others relevant to the issues or challenges facing participants. The participants also attended sessions with Aware NI (focused on mental health) and Relate NI (focused on healthy relationships). Furthermore, two sessions also included relaxation techniques and mindfulness to help participants reduce stress and anxiety.

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

c. Activities for achieving objectives (continued)

INCOME GENERATION ACTIVITIES

WOMEN'STEC NEWRY

We have developed a number of areas which enable us to bring in funds that support the activities of the organisation, whilst also importantly, bolster our relationships and partnerships with external stakeholders. WOMEN'STEC Newry was created on the basis of a social value initiative under CTS Project's contract with the Northern Ireland Housing Executive. This came to an end in June 2023, however involvement in this demonstrated to us the possibilities of generating income and delivering services through social value in public procurement contracts. The contract enabled us to establish a second workshop base in Newry and expand our programmes and services to many rural communities across the Newry, Mourne and Down regions. It also enabled us to have a presence closer to the border region that enables us to work closer with our partners in Ireland and expand the reach of our mission and vision.

Mid and East Antrim Borough Council: Women's DIY Pathway Programme

In September 2023, we successfully bid for our first tender to deliver a women's DIY pathway programme, contracted by Mid and East Antrim Borough Council and funded by the Department of Communities under the Mid and East Antrim Labour Market Partnership Action Plan 2023-2024. The purpose of the programme was to inspire and increase confidence of women who want to re-enter or enter the world of work, encourage greater female participation in traditional trades, provide opportunities for participants to achieve accredited qualifications and develop employability skills and create greater linkages between employers, stakeholders and potential employees. The programme engaged 10 women in introductory DIY / trades sessions, a level 2 accredited training in DIY skills and employability support. As our first contract, it provided us with experience and learning as delivery agents for a public contract whilst also enabling us to build relationships with stakeholders and partners in the mid and east Antrim area, which has undoubtedly led to other opportunities. The programme was so successful that the contract was extended to deliver a second programme and we are now bidding for further work in this area with Mid and East Antrim Borough Council.

#NotJustForBoys Champions Initiative

Our Champions initiative entered its second year, with over 23 private sector businesses becoming #NotJustForBoys Champions, supporting our mission and providing us with unrestricted income. More importantly, the Champions have been a major driver for us in developing our programmes and operations and supporting more women to explore careers in industries where women are underrepresented. This has included opportunities for many site visits, supporting the delivery of projects, donating materials and volunteer time, particularly from female role models. Four of our Champions, Connolly & Fee, CTS Projects, JP Corry and Translink provided further support through sponsoring a #NotJustForBoys summer scheme, whilst Henry Brothers and the Housing Executive supported a Newry Girls into Construction Day. Our Patron, Gilbert-Ash, sponsored WOMEN'STEC's 25th Anniversary event in September 2023. Henry Brothers also hosted a Girls into Construction Day in Magherafelt, bringing the programme to Mid-Ulster and helping to increase awareness and inspire girls to consider careers in construction. In partnership with Heron Brothers, we held an 'Inspiring Future Builders' event in Draperstown, for St Mary's Primary School, aimed at inspiring children, both boys and girls, to explore careers in construction and break down gender stereotypes. In collaboration with the Housing Executive, we held a 'Try a Trade' day at WOMEN'STEC Belfast for secondary school students and women. In partnership with Translink and Vix, we held a Women in Transport event for students and staff to explore careers in transportation. JP Corry continued to support our weekly Homework Club with Blessed Trinity College, Belfast donating materials, providing staff, hosting a site visit and developing a community project where the girls project managed the design and construction of tool stations and work benches for a local nursery school. CHC Group showcased employment and career opportunities for participants at the launch of our UKSPF funded project, 'Building Futures.' Combined Facilities Management (CFM) sponsored a women returners DIY programme for women in the Newtownabbey area. We piloted a gender diversity awareness workshop with the Direct Labour Organisation office for our Champion, Housing Executive. The session was aimed at raising awareness of the potential barriers that women and girls who want to join the construction industry face, to the trades staff who work to deliver repairs and maintenance services to Housing Executive tenants.

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

c. Activities for achieving objectives (continued)

#NotJustForBoys Champions Initiative (continued)

It is evident to see the non-monetary value of the partnerships and collaborations over the past 12 months, particularly in enhancing the opportunities and experiences for the participants on our programmes. This work contributes significantly to our mission of enabling women and girls to access careers in industries where they are under-represented and our vision of an inclusive, sustainable society and economy where women and girls can reach their full potential and thrive.

Sales Courses

We continue to work on developing our suite of courses available for selling to the public and other Voluntary Community & Social Enterprise organisations. Clanmil Housing has become a significant purchaser of our sales courses, buying DIY programmes to deliver to Clanmil tenants with the aim of increasing confidence, community cohesion, and independence in carrying out home maintenance. We also continue to run evening and weekend classes available to the general public which helps to boost our profile and generate some income. In the past year we have also provided courses and programmes for other charities and community organisations. The success of these indicates an opportunity to develop this as an area to bring in further unrestricted income and we will be working to grow this into 2024-2025.

We continue to house and manage the work of the Northern Ireland Women's Budget group, be represented on the Greater North Belfast Women's Forum, advise on the Rank Foundation's RankNet Leaders Action Group, sit on the DfE Skills Strategy sub-committee on Equality, Diversity and Inclusion, sit on the Urban Villages Reference Group, and work alongside our partner organisations on the Women's Regional Consortium funded through the Regional Infrastructure Support Programme.

Other key notable activities and achievements

After another highly successful year of growth and development, with a second workshop in Newry and expanding our delivery into rural communities across Northern Ireland, we made the decision to invest in the purchase of a van. This enables us to transport our outreach kits, portable workshop benches and materials and equipment needed to bring our DIY and basic trades courses into communities where travel access to our workshops is a barrier for women. This has transformed how we deliver our programmes and services and enables us to greater work towards our strategic objectives of reaching and expanding our services and programmes across Northern Ireland.

In January 2024, with a growing staff team, higher provision of services and programmes and expanding the reach of our work, we decided to engage a consultant to undertake an organisational review, with recommendations for staffing structure and management. This identified a need for additional roles to support the level of services we are providing and to enable us to continue to expand our services across Northern Ireland, in response to need and demand. These roles include Head of Operations, Finance and Administration Officer, Project Officer. The report also recommended several structural, management and operational recommendations which will be implemented in 2024-2025. Alongside this, a governance review was undertaken with the board to provide recommendations for improving governance.

This year, we welcomed significant visitors to WOMEN'STEC. In March, we were delighted to welcome the Prime Minister of Kosovo and his delegation to showcase our work and discuss the impact of the role of women in communities in contributing to peacebuilding. The Prime Minister was visiting Northern Ireland to learn more about post-conflict societies and peacebuilding and was invited to WOMEN'STEC by Urban Villages who have supported our programmes in North Belfast over the past 6 years. Only a week later, in March, we also welcomed the Secretary of State for Northern Ireland, Chris Heaton-Harris to our workshop in Belfast to showcase our programmes and services, discuss skills and lifelong learning and the barriers for women to participating in the labour market.

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

c. Activities for achieving objectives (continued)

Other key notable activities and achievements (continued)

Unsurprisingly, the Cost-of-Living crisis continues to impact the women and girls we work with. In response to this, we established an Emergency Support Fund that is funded by donations from stakeholders who want to support those in need. This fund means we can provide quick, practical support to a woman in an emergency or financial crisis situation, such as purchasing gas or electric or buying food and other essentials that are an immediate necessity.

Finally, in September 2023, WOMEN'STEC held a 25th Anniversary Celebration event at The Mac, Belfast, to celebrate 25 years of supporting women and girls. The event, sponsored by our patron, Gilbert-Ash, brought together funders, partners, past and present supporters and other stakeholders to look back, celebrate our achievements, hear about the impact of our work and to launch our new strategic plan for 2024-2027. Guest speakers at the event included Dr Jayne Brady, Head of the Northern Ireland Civil Service and Ray Hutchinson MBE, MD of Gilbert Ash.

Achievements and performance

Between April 2023 to March 2024, 259 women engaged with our Connect 4 Women (WTEC's delivery), Sustaining Tenancies, Building Futures, and women's wellbeing programmes and 398 girls engaged with the #NotJustForBoys Programme.

During this year, of those who responded to our progression survey, that enables us to see where women progress to upon leaving our programmes and courses, 14.9% stated they have moved into employment and 58% have moved on to further education / training or volunteering. 50 women received an accredited qualification.

STUDENT SURVEY

Annually, we conduct a student survey that enables us to gain feedback and impact data for our work, including the motivations for women engaging with our programmes and services, the need for different types of programmes and services, the experience of using our services, the impact of our programmes and services and areas of our work that we can improve. A summary of the key findings of the survey are highlighted below:

Motivations for engaging with WOMEN'STEC

The following reasons for engaging with WOMEN'STEC, selected as 'very important', are ranked in order of frequency selected (number of students selecting answer):

1. To learn something new (49)
2. To build my confidence (45)
3. To be able to do things around the house (43)
4. To improve my mental health (41)
5. To meet new people (37)
6. To gain skills for work (27)
7. To get out of the house (24)
8. To get a qualification (24)
9. To have something to do (22)
10. To make something (22)

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

Achievements and performance (continued)

STUDENT SURVEY (continued)

Some comments from students relating to their motivations for engaging with WOMEN'STEC:

- "I wanted to do something to help me feel like I was regaining my independence"
- "All women doing it together – felt more comfortable than going to a tech with all boys doing woodwork"
- "To be able to do DIY and cut down on expenses. Knowledge is powerful. To know what you need done and not be ripped off by tradesmen or male dominated skills who see you coming"
- "Increase my confidence with people"
- "I want to boost my confidence and make more new friends"

Outcomes for participants engaged in WOMEN'STEC programmes

The top three outcomes' participants noted were:

- Learn new skills
- Be more confident
- Improve my qualifications

Percentages of survey respondents who stated:

- Being at WOMEN'STEC has helped improve soft skills (communication, time management, teamwork) – **85%**
- Being at WOMEN'STEC has helped with my wellbeing – both mentally and emotionally – **94%**
- While at WOMEN'STEC, I have learnt new skills – **88%**
- Since being at WOMEN'STEC, I feel more motivated than before – **92%**
- My self-esteem has increased since being at WOMEN'STEC - **81%**
- Being at WOMEN'STEC has helped improve my confidence – **94%**

Comments from students:

- "I hope you will continue to support the work of WOMEN'STEC to provide more opportunities and resources for women to achieve greater success. Your contribution is so important to WOMEN'STEC and society at large" (comment to funder)
- "Excellent training programmes available to all women. The centre has made me more confident and able to do many new tasks. New friends made along the way too. Such a friendly and encouraging environment. Thank you"
- "I think the opportunity for women to learn new or improve on existing skills and to be more self sustaining is not something that has been at the top of anyone's agenda for a long time until the fabulous ladies at WOMEN'STEC got started. They ensure this is done to the best of their ability, being a woman taught by women is incredibly important to me as too often women are overlooked and underestimated, that definitely doesn't happen at WOMEN'STEC. Great place with great staff and I will definitely be back for more training"
- "WOMEN'STEC is absolutely invaluable. I can't stress how much joy the courses I've attended have brought me and the onsite childcare has been amazing. It's brilliant to get out of the house and learn something without being mum for a while. Really helped make me feel human again whilst dealing with postpartum depression."
- "I came across WOMEN'STEC through my key worker in Women's Aid. I'm so thankful for both organisations as they have helped me to get out of the house and find myself again. WOMEN'STEC really builds confidence and shows us that girls can do it all!"

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Financial review

The Financial Statements deal with all the income and expenditure of the charitable company, as well as its financial position at the year end. The results for the year and the financial position were considered satisfactory by the trustees.

At 31 March 2024, total charity funds were £537,522 (2023: £391,598), of which £356,720 were unrestricted (2023: £257,151). Overall, reserves increased by £145,924, £99,549 of which were unrestricted (2023: £23,715 increase).

All monies received supported key objectives of the charitable company, funding charitable activity costs, both direct and support.

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable 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 trustees' policy is to retain a level of free reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The charitable company has developed a plan to establish and maintain an agreed level of free reserves of £230k to cover 3 months' salary and core running costs, a redundancy pay reserve and a reserve for final audit fees, leasing charges and other contingencies as at 31 March 2024.

Whilst actual unrestricted reserves at 31 March 2024 were £356,720 (2023: £257,151), £30,000 was designated for future capital spend and £43,584 was tied up in fixed assets, leaving free reserves of £283,136 (2023: £202,066).

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

c. Principal funding

The principal funding of the organisation derived from an anonymous Private Foundation, The National Lottery Community Fund, Northern Ireland Housing Executive, UK Shared Prosperity Fund/Department of Levelling Up, Housing & Communities, Construction Industry Training Board NI, BBC Children in Need, The Executive Office (Urban Villages), The Rank Foundation, The Ireland Funds, Centre for Cross Border Studies/IFI, Community Development & Health Network, The Esmee Fairbairn Foundation, Ulster University/Joseph Rowntree Charitable Trust, Department of Foreign Affairs, Dormant Accounts Fund NI, Garfield Weston, LFT Charitable Trust, Department for Communities (RISP) and Belfast City Council.

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum and Articles of Association.

The charitable company is constituted under a Memorandum and Articles of Association and is a registered charity, number NIC100185.

The principal object of the charitable company is to provide advancement of education and the prevention and relief of poverty and unemployment amongst people and in particular women and young girls primarily in Northern Ireland and also elsewhere.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Structure, governance and management (continued)

b. Public Benefit Statement

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008.

The direct benefits accruing from our purposes as noted with the Charities Commission in Northern Ireland include:

- Students gain qualifications and practical skills;
- Students experience heightened self-esteem and confidence enabling them to move forward into further training and education or employment;
- Students enhance their employability, increasing their opportunities to move into further training and education or employment; and
- Students are better equipped to move into paid employment, therefore increasing their economic security.

There have been no changes in the objectives since the last annual report.

c. Governance and methods of appointment or election of trustees

The management of the charitable company is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association.

Day to day management was delegated to the CEO, Lynn Carvill, whose salary is set by the Board.

Other employees are paid in accordance with the National Joint Council (NJC) for Local Government Services Payscale.

d. Risk management

The trustees have a risk management policy which comprises:

- An annual review of the principal risks and uncertainties that the charity faces
- A risk register covering 7 key categories of risk is maintained and updated annually, more frequently where risks are known to be volatile, and an accompanying risk mitigation plan which outlines existing controls procedures and proposed controls procedures improvements and actions
- Key roles and responsibilities of the board and staff in risk governance

Financial sustainability continues to be a major financial risk, and several key financial risks have been identified through this process. Much work has been done over the last number of years to diversify both our income and grant funding streams. Whilst we are in a strong financial position this year, the principal financial risk is there are several funded programmes which will be coming to an end in 2025 which could impact our delivery plans and our 2025-2026 budget. In minimising the impact of this, we are forward planning, including reviewing programmes for need, demand and effectiveness, reviewing staffing resources, reviewing funders and developing a funding plan for the 2025-2026 financial year. Regular monitoring of the organisational budget and continuing to increase our unrestricted income will ensure early and appropriate financial planning as we move ahead and finalise the 2025-2026 budget.

Our ageing premises continue to be a growing risk to the organisation, with energy inefficiencies leading to higher utility costs, higher levels of ongoing maintenance impacting financial budgets and lack of control of facilities as we are limited to the constraints of the Education Authority. In our recent strategic planning exercise, the board has committed to exploring our options to ensure WOMEN'STEC operates from premises that are fit for purpose. This includes regular communication with the Education Authority regarding the premises and any urgent maintenance requirements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

Structure, governance and management (continued)

d. Risk management (continued)

Staffing capacity and recruitment challenges are other risks which are regularly monitored and actioned upon. As a growing organisation, the need for more staff to meet the demands of a growing programme of delivery led to a staffing structural review undertaken in January 2024. This identified the need for a third senior leadership role, Head of Operations, and some adjustments to existing roles and responsibilities, as well as new finance administration and project officer roles.

Outsourced childcare is also a key risk for the charity which is undergoing close monitoring. The reason for this is rising childcare costs which could become unsustainable and not financially viable for the organisation to continue with. A risk mitigation plan is in place, including regular meetings with the Creche manager to ensure any potential issues or concerns are quickly and appropriately dealt with, close monitoring of creche usage and demand from our students and exploring alternative options for childcare provision for students.

Funds held as custodian

No funds are held as custodians.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Plans for future periods

After a successful year of growth and development, guided by our strategic plan, key activities for growth and development during 2024-2025:

- Implement a new management structure and improved processes and systems for both operational management and governance management
 - Implement a new CRM system to improve our data and relationship management.
 - Begin the process of exploring options and viability of building a new home for WOMEN'STEC
 - Invest in additional outreach kits and equipment to expand the delivery of our programmes in community locations across Northern Ireland
 - Explore the opportunity to open a third workshop in the North West of Northern Ireland, Derry.
 - Continue to deliver the 'Building Futures' programme, in partnership with Bolster Community and Women in Business NI, focusing on expanding the areas of delivery and achieving employability outcomes for women on the programme
 - Having undertaken a strategic planning process between June 2023 and September 2023 and launching our new strategic plan, the key strategic priorities for WOMEN'STEC over the next 2023-2027 period:
 - Deliver high quality training programmes to enable women to develop confidence and skills and build successful careers, particularly in industries where they are under-represented.
 - To work with girls to increase awareness of career stereotypes and opportunities in industries where women and girls are under-represented, particularly construction.
 - Work with employers and industry bodies to promote a diverse and inclusive workforce and workplace.
 - Contribute to the development of government policy and practice in support of WOMEN'STEC mission.
 - Ensure the organisation has the appropriate data and analysis to operate effectively and continuously improve.
 - Ensure the organisation has the premises and other technical and physical resources to achieve its aims and objectives and these are effectively maintained and managed.
 - Ensure the organisation has the staff to achieve its aims and objectives and these staff are effectively supported, managed and have the opportunity to develop.
 - Ensure WOMEN'STEC has the financial resources it needs to achieve its aims and objectives and these resources are effectively planned, managed and reported on.
 - Ensure WOMEN'STEC effectively communicates with all its stakeholders.
 - Ensure the governance of WOMEN'STEC complies with the requirements of the law and best practice.
 - Continue to grow the #NotJustForBoys Champions network to increase support from relevant industries
 - Build on our partnership work with Creative Spark in Dundalk and Longford Women's Link in Longford.
 - Develop our offering to the construction sector to support companies with the delivery of social value initiatives within public contracts
 - Increase our capacity to meet and deliver on the level of growing need and demand for our programmes and services
-

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable 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 charitable 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 2019 (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 charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Disclosure of information to auditor

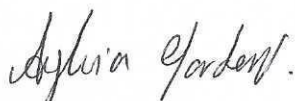
Each of the persons who is a trustee at the time when this Trustees' Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

Auditor

The charitable company retendered for auditors. Grace Taggart of CG Taggart Accountancy Services, was appointed for a period of 3 years: years ended 31 March 2021, 2022 and 2023, and was extended to 31 March 2024.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and was approved by order of the members of the board of trustees on 8 December 2024 and signed on their behalf by:



Sylvia Gordon

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Opinion

I have audited the financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In my opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. My responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of my report. I am independent of the charitable company in accordance with the ethical requirements that are relevant to my audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Trustees' Report and Financial Statements, other than the Financial Statements and my Auditor's Report thereon. The trustees are responsible for the other information contained within the Report of the Trustees and Financial Statements. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.
I have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)**

Opinion on other matters prescribed by the Companies Act 2006

In my opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report, incorporating the directors' report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, I have not identified material misstatements in the Directors' report.

I have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires me to report to you if, in my opinion:

- adequate accounting records have not been kept, or returns adequate for my audit have not been received from branches not visited by me; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- I have not received all the information and explanations I require for my audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Auditors' responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

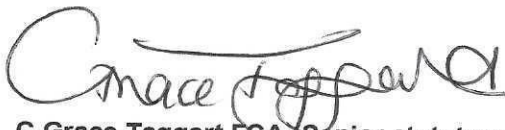
- Obtaining an understanding of the significant legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework;
- Assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur; and
- Ensuring competence and capabilities to identify or recognise non-compliance with laws and regulations are maintained.

Because of the inherent limitations of an audit, there is a risk that I will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as I will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my Auditor's report.

Use of my report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. My audit work has been undertaken so that I might state to the charitable company's members those matters I am required to state to them in an Auditor'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 charitable company and its members, as a body, for my audit work, for this report, or for the opinions I have formed.



C Grace Taggart FCA (Senior statutory auditor)

for and on behalf of
CG Taggart Accountancy Services, Statutory Auditor,
17 Cypress Crescent, Donaghadee, Co Down, BT21 0QG

CG Taggart Accountancy Services is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

22 November 2024

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	155,491	71,903	227,394	207,337
Charitable activities	5	52,275	785,218	837,493	463,893
Other trading activities	6	2,316	-	2,316	4,553
Total income		210,082	857,121	1,067,203	675,783
Expenditure on:					
Charitable activities	8	132,566	788,713	921,279	652,068
Total expenditure		132,566	788,713	921,279	652,068
Net income/(expenditure) for year		77,516	68,408	145,924	23,715
Transfers between funds	21	22,033	(22,033)	-	-
Net movement in funds		99,549	46,375	145,924	23,715
Reconciliation of funds:					
Total funds brought forward, as restated	3	257,171	134,427	391,598	367,883
Total funds carried forward		356,720	180,802	537,522	391,598

The above amounts relate to continuing operations of the charitable company.

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

There is no difference between the net income for the period stated above and its historical cost equivalents.

The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)
REGISTERED NUMBER: NI034272

**BALANCE SHEET
AS AT 31 MARCH 2024**

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	17	43,584	25,105
Current assets			
Debtors	18	75,764	85,737
Cash at bank and in hand		550,535	341,641
		<u>626,299</u>	<u>427,378</u>
Creditors: amounts falling due within one year	19	(132,361)	(60,885)
Net current assets		<u>493,938</u>	<u>366,493</u>
Total assets less current liabilities		<u>537,522</u>	<u>391,598</u>
Total net assets		<u>537,522</u>	<u>391,598</u>
Charity funds			
Restricted funds	21	180,802	134,427
Unrestricted funds - capital	21	43,584	25,105
Unrestricted funds - general	21	283,136	202,066
Unrestricted funds - designated	21	30,000	30,000
Total funds		<u>537,522</u>	<u>391,598</u>

The trustees acknowledge their responsibilities for complying with the requirements of legislation 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 on 22 November 2024 and signed on their behalf by:

Sylvia Gordon



Andrea Morrow



The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Net cash (out)/inflow from operating activities	23	243,278	(401)
Cash flows from investing activities			
Purchase of tangible fixed assets	16	(33,710)	(11,096)
Net cash used in investing activities		(33,710)	(11,096)
Cash flows from financing activities			
Repayments of borrowing	24	(674)	2,049
Net cash outflows from financing activities		(674)	2,049
Net (decrease)/increase in cash and cash equivalents in the year		208,894	(9,448)
Cash and cash equivalents at 1 April 2023		341,641	351,089
Cash and cash equivalents at 31 March 2024		550,535	341,641

The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

1. General information & legal status

The Womens TEC (Training, Enterprise & Childcare Centre), (WOMEN'STEC), is a private charitable company limited by guarantee. The charitable company was incorporated in Northern Ireland with the charitable company number NI034272. The registered office address and principal place of business is 29 Chichester Avenue, Belfast, BT15 SEH. The principal activity of the charitable company is to relieve poverty and advance education, specifically for females who are socially and economically disadvantaged in Northern Ireland.

In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. Summary of Significant Accounting policies

The significant accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are set out below. These policies have been consistently applied to all periods presented unless otherwise stated.

2.1 Basis of preparation of financial statements

The Womens TEC (Training, Enterprise & Childcare Centre) constitutes a public benefit entity as defined by FRS 102 and its operations and principal activities are disclosed in the Trustees' Report.

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), applicable charity law, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are presented in sterling, the functional currency of the charitable company, rounded to the nearest £.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

2.2 Preparation of the accounts on a going concern basis

The charitable company continues to adopt the going concern basis in preparing its financial statements as the trustees are of the view that the immediate future of the charitable company for the next 12 months is secure and on this basis the assessment of the trustees is that the charitable company is a going concern.

The trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

2.3 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the purposes of the charitable company. Designated funds are a sub-group of unrestricted funds relating to funds which trustees have earmarked for a particular future project or commitment.

Restricted funds are funds which the donor has specified are to be solely used for particular areas of the charitable company's work or for specific projects being undertaken by the charitable company or which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

2. Accounting policies (continued)

2.4 Income recognition policies

All income, including legacy income, is recognised once the charitable company has legal entitlement to the income, any performance conditions attached to the item of income have been met or are fully within the control of the charitable company, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income is deferred only when the charitable company has to fulfil conditions which are not fully within its control before being entitled to it or where the donor/funder has specified that the income is to be expended in a future period.

2.5 Expenditure recognition policies and irrecoverable VAT

Expenditure is recognised on an accruals basis once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Charitable activities:

include the direct costs of programmes and activities undertaken to further the purposes of the charitable company and their associated support costs, including governance costs.

Support costs are those costs incurred in support of direct expenditure on the objects of the charitable company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

The analysis of these costs is included at notes 8 - 10.

All expenditure is inclusive of irrecoverable VAT.

2.6 Employee benefits

When employees have rendered service to the charitable company, short-term employee benefits to which the employees are entitled such as paid annual leave, are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charitable company operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation

Tangible fixed assets 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, .

Depreciation is provided on the following basis:

Workshop & office equipment – 25% straight line
Motor vehicles – 20% straight line

2.8 Impairment

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

2.9 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. Any losses arising from impairment are recognised in expenditure.

2.10 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.

2.11 Liabilities and provisions

Liabilities and provisions 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 and provisions are recognised at the amount that the charitable 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.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.12 Financial instruments

The charitable 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.

2.13 Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There are no critical judgements in applying the company's accounting policies.

There are no critical accounting estimates and assumptions.

3. Prior year adjustment

Restricted funds at 31 March 2023 have been amended from £156,159 and restated as £134,427, a reduction of £21,732. This amount has increased unrestricted funds at 31 March 2023 from £235,439 as originally stated to £257,171, the total charity funds remaining the same as before at £391,598.

The adjustments arise from a change in accounting policy first adopted in year ended 31 March 2024 and now reflected in comparatives.

Previously, when a tangible fixed asset was funded by way of a restricted grant or donation, the accounting treatment was to categorise the asset as restricted and to charge depreciation to the relevant restricted fund.

This policy has been changed so that assets funded by restricted funds are only categorised as restricted where the charitable company is required to hold them on an on-going basis for a specific purpose under the terms of the grant/donation.

The total adjustment of £21,732 can be broken down as follows:

	£
Net book value of restricted fixed assets as at 1 April 2022, transferred to unrestricted funds	22,984
Depreciation charge on these assets year ended 31 March 2023, originally charged to restricted funds, transferred to unrestricted funds	(9,961)
Transfer of restricted funds to unrestricted funds for year ended 31 March 2023 fixed asset additions	<u>8,709</u>
Total reduction in restricted funds/increase in unrestricted funds at 31 March 2023	<u>21,732</u>

The new policy better reflects the circumstances where once an asset is acquired, the charitable company is allowed to use it on an unrestricted basis for any charitable purpose and provides a more accurate split of funds between restricted and unrestricted.

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4. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Grants	143,843	71,903	215,746
Gifts	11,648	-	11,648
Total 2024	155,491	71,903	227,394

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Grants	158,360	39,000	197,360
Gifts	8,347	1,630	9,977
<i>Total 2023</i>	166,707	40,630	207,337

Analysis of grants:

	2024 £	2023 £
Unrestricted grants - other	143,843	158,360
Restricted - other	71,903	39,000
Total	215,746	197,360

UK Government grants amounted to £31,503 (2023 - £nil)

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**NOTES TO THE FINANCIAL STATEMENTS
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5. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Grants	-	758,564	758,564
Contractual service level agreements	-	26,654	26,654
Primary purpose trading	47,225	-	47,225
Income from property	5,050	-	5,050
Total 2024	52,275	785,218	837,493
	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Grants	700	382,280	382,980
Contractual service level agreements	6,000	48,406	54,406
Primary purpose trading	23,529	-	23,529
Income from property	2,978	-	2,978
Total 2023	33,207	430,686	463,893

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FOR THE YEAR ENDED 31 MARCH 2024**

5. Income from charitable activities (continued)

Analysis of grants	2024	2023
	£	£
Unrestricted:		
Other	-	700
Total Unrestricted	<u>-</u>	<u>700</u>
Restricted:		
Connect 4 Women - TNL Community Fund	98,872	118,364
Sustaining Tenancies - NIHE	8,851	38,353
Building Futures Partnership – Department for Levelling Up, Housing & Communities	434,541	-
Promoting Opportunities Programme #NotJustForBoys - various	94,310	114,467
CBenAct Cross-border Project - IFI	18,239	-
Women's Wellbeing - Community Development & Health Network	2,400	9,600
NI Women's Budget Group (NIWBG)	65,000	37,000
Department of Foreign Affairs	15,173	-
Other	21,178	64,496
Total Restricted	<u>758,564</u>	<u>382,280</u>
Total	<u>758,564</u>	<u>382,980</u>

UK Government grants amounted to £606,331 (2023: £248,159).

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

6. Income from other trading activities

	Unrestricted funds 2024 £	Total funds 2024 £
Room & equipment hire	2,316	2,316
	<hr/>	<hr/>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Room & equipment hire	4,553	4,553
	<hr/>	<hr/>

7. Non-exchange transactions

The charitable company has benefitted from the contribution of unpaid general volunteers. Their contribution is not accounted for due to the lack of a reliable basis of measurement.

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

8. Expenditure on charitable activities

	Direct, including Programme & activity costs 2024 £	Support costs 2024 £	Total costs 2024 £
Unrestricted	73,019	59,547	132,566
Restricted			
Connect 4 Women - TNL Community Fund	76,013	19,527	95,540
Sustaining Tenancies - NIHE	22,622	2,969	25,591
Building Futures Partnership – Department for Levelling Up, Housing & Communities	280,482	102,997	383,479
Promoting Opportunities Programme #NotJustForBoys (various)	70,631	12,867	83,498
CBenAct Cross-border Project - IFI	5,212	12,831	18,043
Women's Wellbeing – Community Development & Health Network	3,860	135	3,995
NI Women's Budget Group (NIWBG) (various)	33,139	4,340	37,479
Department of Foreign Affairs	14,367	333	14,700
WOMEN'STEC Newry - CTS Projects	21,392	5,749	27,141
WOMEN'STEC Emergency Fund	1,519	-	1,519
Other (various)	34,385	63,343	97,728
Total Restricted	563,622	225,091	788,713
Total 2024	636,641	284,638	921,279

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

8. Expenditure on charitable activities
Prior period

	Direct, including Programme & activity costs 2023 £	Support costs 2023 £	Total costs 2023 £
Unrestricted	10,921	173,719	184,640
Restricted			
Connect 4 Women - TNL Community Fund	96,267	14,225	110,492
Her Space - Nationwide Building Society	24,888	6,561	31,449
Sustaining Tenancies - NIHE	6,938	1,368	8,306
Social Housing Enterprise - NIHE	5,061	-	5,061
Promoting Opportunities Programme #NotJustForBoys (various)	101,513	9,448	110,961
Building Independence Programme - Women Thrive Fund/Smallwood Trust	28,208	1,016	29,224
NI Women's Budget Group (NIWBG) – Esmee Fairbairn Foundation	27,251	7,553	34,804
WOMEN'STEC Newry - CTS Projects	41,100	4,086	45,186
Other (various)	75,425	16,520	91,945
Total Restricted	406,651	60,777	467,428
Total 2023	417,572	234,496	652,068

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9. Support costs

	2024	2023
	£	£
Staff costs	162,454	132,870
General	401	41
Rent	6,040	3,030
Light & heat	22,301	32,027
Repairs & maintenance	1,351	2,086
Insurance	2,309	2,308
Motor & travelling costs	10,660	8,098
Hospitality	7,244	3,479
Telephone & internet	6,385	5,539
Printing & stationery	2,785	1,823
IT support	4,223	2,815
Software	3,186	3,981
Photocopier leasing	1,123	1,224
Postage	58	3
Depreciation	15,231	11,857
Advertising & promotion	1,140	-
Finance outsourcing	10,815	6,600
Legal and professional	5,569	594
Bank charges and interest	799	931
Cleaning	5,717	5,392
Staff training	4,352	4,283
Membership fees	1,065	1,296
Governance costs (note 10)	9,430	4,219
	284,638	234,496

10. Governance costs

	2024	2023
	£	£
Auditor remuneration	2,150	2,210
HR Consultancy	422	275
Legal & professional fees	6,858	1,734
	9,430	4,219

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11. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2024	2023
	£	£
Auditor's remuneration – audit	2,150	2,150
– tax	-	60
Depreciation – tangible fixed assets	15,231	11,857
Operating lease rentals	11,246	8,269
	48,683	42,336

12. Analysis of staff costs and trustees' remuneration and benefits

	2024	2023
	£	£
Wages and salaries	411,196	357,852
Social security costs	34,041	28,703
Employer's contribution to defined contribution pension schemes	24,407	21,212
Other employee benefits	3,510	3,360
Movement in liability for untaken annual leave entitlement	1,789	5,502
	474,943	416,629

The HMRC employer PAYE reference in respect of The Womens Tec's employees was in the name of Women'stec Non-Traditional Occupations Ltd, a dormant company. This was an unintentional mix-up on registration and HMRC has been informed. The Womens Tec paid the HMRC liabilities in respect of its employees each month.

Total redundancy pay for the year amounted to £4,425 and was accounted for and paid in full during the year from unrestricted funds.

The average head count during the reporting period was as follows:

	2024	2023
Direct and Support	19	19

One employee received employee benefits (excluding employer pension costs) of between £60,000 and £70,000 in the year ended 31 March 2024 (2023: one).

Key management personnel received £155,707 in the year ended 31 March 2024 (2023 - £141,892).

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

During the year ended 31 March 2024, 4 trustees had travel expenses totaling £469 paid for by the charitable company (2023 – one trustee, £114). These expenses were incurred in carrying out their duties as trustees.

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

13. Pension commitments

The charitable company operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension charge represents contributions payable by the charitable company to the fund and amounted to £24,407 (2023: £21,212).

14. Related party transactions

Womens'tec Non-Traditional Occupations Ltd (NI067460) is a dormant private company limited by guarantee with the same registered office address as and two common directors with The Womens Tec. Note 12 details an administrative anomaly between The Womens Tec and this other company.

There have been no other related party transactions in the reporting period that require disclosure.

15. Connected Charities and Joint Arrangements

The accounts of the charitable company include income and expenditure in relation to connected charities with which it collaborates.

As lead partner on the Building Futures programme funded by the Department for Levelling Up, Housing & Communities, WOMEN'STEC receives grant monies on behalf of the Bolster Community and Women in Business NI. Of the total monies of £434,541 received and accounted for in the year ended 31 March 2024 (2023 - £nil), £114,790 was due to the Bolster Community (2023 - £nil) and £34,853 to Women in Business NI (2023 - £nil).

As lead partner on the Connect 4 Women programme funded by The National Lottery Community Fund, WOMEN'STEC receives grant monies on behalf of Shankill Women's Centre and Glow. Of the total monies of £98,872 received and accounted for in the year ended 31 March 2024 (2023 - £118,364), £28,686 was due to Shankill Women's Centre (2023 - £28,331) and £15,585 to Glow (2023 - £16,406).

The Trustees' Report explains that resources were secured for the Northern Ireland Women's Budget Group (NIWBG) which WOMEN'STEC is incubating.

In the year ended 31 March 2024, there was £65,000 of NIWBG income accounted for in WOMEN'STEC accounts (2023: £37,000). Funds unexpended at 31 March 2024 are carried forward as a reserve in case of loss or reduction of funding for NIWBG in the future.

16. Corporation tax

The charitable company is exempt from tax on income and gains to the extent that these are applied to its charitable objects.

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Tangible fixed assets

	Motor vehicles £	Workshop and office equipment £	Total £
Cost or valuation			
At 1 April 2023	-	55,124	55,124
Additions	22,788	10,922	33,710
Disposals	-	-	-
At 31 March 2024	<u>22,788</u>	<u>66,046</u>	<u>88,834</u>
Depreciation			
At 1 April 2023	-	30,019	30,019
Charge for the year	1,139	14,092	15,231
Disposals	-	-	-
At 31 March 2024	<u>1,139</u>	<u>44,111</u>	<u>45,250</u>
Net book value			
At 31 March 2024	<u>21,649</u>	<u>21,935</u>	<u>43,584</u>
At 31 March 2023	-	25,105	25,105

18. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	12,410	32,530
Prepayments and accrued income	63,354	53,207
	<u>75,764</u>	<u>85,737</u>

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19. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	98,534	32,904
Accruals and deferred income	27,270	23,187
Other creditors	6,557	4,794
	<u>132,361</u>	<u>60,885</u>

20. Leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Not later than one year	4,021	8,573
Later than one and not later than five years	917	4,938
	<u>4,938</u>	<u>13,511</u>

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

21. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expendi- ture £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Capital Funds	25,105	-	(15,231)	33,710	43,584
General Funds	202,066	210,082	(117,335)	(11,677)	283,136
Designated Funds	30,000	-	-	-	30,000
Total Unrestricted Funds	257,171	210,082	(132,566)	22,033	356,720
Restricted funds					
Connect 4 Women - TNL Community Fund	12,689	98,872	(95,540)	(1,571)	14,450
Sustaining Tenancies - NIHE	29,937	8,851	(25,591)	(430)	12,767
Building Futures Partnership – Department for Levelling Up, Housing & Communities	-	434,541	(383,479)	(4,314)	46,748
Promoting Opportunities Programme #NotJustForBoys:					
CITB	-	22,944	(23,496)	552	-
BBC Children In Need	-	16,500	(8,052)	(549)	7,899
TEO Urban Villages	37	23,029	(21,851)	(1,178)	37
The Rank Foundation – Start Here	6,708	31,837	(30,099)	-	8,446
The Ireland Funds	3,708	-	-	-	3,708
CBenAct Cross-border Project - IFI	-	18,239	(18,043)	-	196
Women's Wellbeing - Community Development & Health Network	9,600	2,400	(3,995)	(8,005)	-
NI Women's Budget Group (NIWBG):					
NIWBG – Open Society Foundation	32,385	-	-	-	32,385
NIWBG – Standard Life Foundation	3,278	-	-	-	3,278
NIWBG – Joseph Rowntree Reform Trust	1,984	-	-	-	1,984
NIWBG – Esmee Fairbairn Foundation	2,196	48,100	(31,691)	(6,000)	12,605
NIWBG – Ulster University/JRCT	-	16,900	(5,788)	(2,000)	9,112
Department of Foreign Affairs	7,357	15,173	(14,700)	(485)	7,345
WOMEN'STEC Newry - CTS Projects	-	26,654	(27,141)	487	-

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

21. Statement of funds (continued)

Statement of funds - current year

	Balance at 1 April 2023	Income	Expendi- ture	Transfers in/out	Balance at 31 March 2024
	£	£	£	£	£
Restricted funds (continued)					
WOMEN'STEC Emergency Fund	-	5,400	(1,519)	-	3,881
<i>Other:</i>					
Dormant Accounts Fund NI	-	31,503	(31,503)	-	-
The Rank Foundation – Core Cost of Living	-	25,000	(16,536)	-	8,464
Heart of the Community - The Ireland Funds	-	10,000	(3,750)	-	6,250
Garfield Weston Foundation	12,500	-	(12,500)	-	-
LFT Charitable Trust	5,831	-	(5,831)	-	-
The Rank Foundation - Aspire	4,970	(3,360)	(3,070)	1,460	-
Open College Network - Learning	1,247	-	-	-	1,247
Department for Communities (RISP)	-	15,538	(15,538)	-	-
BCC – Revenue	-	9,000	(9,000)	-	-
Total Restricted Funds	134,427	857,121	(788,713)	(22,033)	180,802
Total Funds	391,598	1,067,203	(921,279)	-	537,522

Unrestricted capital funds represent tangible fixed assets.

Unrestricted funds designated for future capital spend are under review and remain at £30,000 for now.

Each of the restricted funds above relates to activities which are key to meeting the objectives of the charitable company. The Trustees' Report gives details of these activities, achievements attained and the performance highlights during the year.

Transfers from restricted to unrestricted funds are in line with conditions laid down by funders.

During the year, restricted funds were used to purchase fixed assets to a total value of £8,770. The charitable company is allowed to use these assets on an unrestricted basis for any charitable purpose and therefore funds to this value have been transferred from restricted to unrestricted.

In addition to this, there were transfers from restricted to unrestricted of £8,005 from Women's Wellbeing for management fees, overheads, childcare, travel and other costs classified as unrestricted, and £6,000 and £2,000 management fees from NIWBG Esmee Fairbairn and NIWBG Ulster University/JRCT respectively.

The £1,460 transfer from unrestricted to restricted funds was a partial reversal of the recognition of £2,000 funding as unrestricted in year ended 31 March 2023, needed to cover restricted spend in year ended 31 March 2024.

Unrestricted funds totaling £1,282 were transferred to cover small deficits on restricted funds.

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21. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022	Income	Expendi- ture	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Unrestricted funds					
Capital Funds	25,866	-	(11,857)	11,096	25,105
General Funds	204,274	204,467	(172,783)	(33,892)	202,066
Designated Funds	-	-	-	30,000	30,000
Total Unrestricted Funds	230,140	204,467	(184,640)	7,204	257,171
Restricted funds					
Connect 4 Women - TNL Community Fund	5,017	118,364	(110,492)	(200)	12,689
Her Space - Nationwide Building Society	33,280	-	(31,449)	(1,831)	-
Sustaining Tenancies - NIHE	-	38,353	(8,306)	(110)	29,937
Social Housing Enterprise - NIHE	5,061	-	(5,061)	-	-
Promoting Opportunities Programme #NotJustForBoys:					
CITB	(411)	22,969	(22,744)	186	-
BBC Children In Need	6,551	25,111	(31,148)	(514)	-
TEO Urban Villages	(901)	32,387	(29,574)	(1,875)	37
The Rank Foundation – Start Here	-	34,000	(27,292)	-	6,708
The Ireland Funds	3,911	-	(203)	-	3,708
Building Independence Programme - Women Thrive Fund/Smallwood Trust	29,224	-	(29,224)	-	-
Women's Wellbeing - Community Development & Health Network	-	9,600	-	-	9,600
Northern Ireland Women's Budget Group (NIWBG):					
NIWBG – Open Society Foundation	32,385	-	-	-	32,385
NIWBG – Standard Life Foundation	3,278	-	-	-	3,278
NIWBG – Joseph Rowntree Reform Trust	1,984	-	-	-	1,984
NIWBG – Esmee Fairbairn Foundation	-	37,000	(34,804)	-	2,196

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**NOTES TO THE FINANCIAL STATEMENTS
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21. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expendi- ture £	Transfers in/out £	Balance at 31 March 2023 £
Restricted funds (continued)					
Department of Foreign Affairs	7,357	-	-	-	7,357
WOMEN'STEC Newry - CTS Projects	-	48,406	(45,186)	(3,220)	-
Other:					
Garfield Weston Foundation	-	25,000	(12,500)	-	12,500
LFT Charitable Trust	2,500	14,000	(10,669)	-	5,831
The Rank Foundation - Aspire	-	15,050	(10,080)	-	4,970
The Rank Foundation – Time to Shine	7,168	8,427	(15,595)	-	-
The Rank Foundation – Profit for Good	686	-	(2,676)	1,990	-
Open College Network - Learning	-	2,997	(1,750)	-	1,247
Department for Communities (RISP)	-	15,673	(15,673)	-	-
NI European Social Fund – Department for the Economy – TWN PASS	-	8,071	(8,071)	-	-
BCC – Revenue	-	9,500	(9,500)	-	-
Leonard Cheshire -- GradEmployNI	-	4,778	(4,778)	-	-
The Tudor Trust	653	-	(653)	-	-
Fabrico container donation	-	1,630	-	(1,630)	-
Total Restricted Funds	137,743	471,316	(467,428)	(7,204)	134,427
Total Funds	367,883	675,783	(652,068)	-	391,598

Unrestricted funds of £30,000 have been designated for future capital spend.

Each of the restricted funds above relates to activities which are key to meeting the objectives of the charitable company. The Trustees' Report gives details of these activities, achievements attained and the performance highlights during the year.

Transfers from restricted to unrestricted funds are in line with conditions laid down by funders.

Under the new accounting policy detailed at Note 3, £8,709 was transferred from restricted to unrestricted funds for fixed asset additions funded by restricted funds used on an unrestricted basis.

There was a transfer of £1,631 from the restricted Nationwide Building Society fund to unrestricted funds relating to costs, originally classified as unrestricted, now correctly allocated to the restricted fund.

Transfers into restricted funds (Rank Profit for Good £1,990, TEO UV £939, CITB £207, total £3,136) address funding shortfalls met from unrestricted funds.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	43,584	-	43,584
Current assets	334,652	291,647	626,299
Creditors due within one year	(21,516)	(110,845)	(132,361)
Total	356,720	180,802	537,522

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	25,105	-	25,105
Current assets	264,342	163,036	427,378
Creditors due within one year	(32,276)	(28,609)	(60,885)
Total	257,171	134,427	391,598

23. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the year	145,924	23,715
Add back depreciation charge	15,231	11,857
(Increase)/Decrease in debtors	9,973	(35,309)
Increase/(decrease) in creditors	72,150	(664)
Net cash flow from operating activities	243,278	(401)

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

24. Net debt reconciliation

	2024	2023
	£	£
Loan at 1 April 2023	4,794	2,745
Cashflows	(674)	2,049
Loan at 31 March 2024	4,120	4,794

25. Contingent Liabilities

A contingent liability exists to repay any grants received should certain conditions not be fulfilled by the charitable company.

26. Capital Commitments

There were no capital commitments at the balance sheet date.

27. Controlling Party

The Board of Trustees is the ultimate controlling party.

28. FRC Ethical Standard - Provisions Available for Audits for Small Entities

In common with many other businesses of our size and nature we use our auditor to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland - Charity number 100185

Annual report

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

Trustees (directors for the purposes of company law) Sylvia Gordon, Chairperson
Andrea Morrow, Treasurer (from 31 May 2023)
Norah Baillie, Treasurer (resigned 31 May 2023)
Michael Potter
Nuala Griffiths
Maria Bradley
Siobhan Brown
Nicola McCleery

Company registered number NI034272 (Northern Ireland)

CCNI Charity registered number NIC100185

HMRC registered charity number NI01295

Principal operating and registered office 29 Chichester Avenue
Belfast
BT15 5EH

Company secretary Lisa McCann

Chief Executive Lynn Carvill

Independent auditor CG Taggart Accountancy Services
17 Cypress Crescent
Donaghadee
Co Down
BT21 0QG

Bankers First Trust Bank
35 University Road
Belfast
BT7 1ND

Solicitors Edwards & Co
28 Hill Street
Belfast
BT1 2LA

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report together with the audited financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) Ltd (WOMEN'STEC) for the year 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a Trustees' report and a Directors' report under charitable 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 charitable 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

Mission: "Enable women and girls to access careers in industries where they are under-represented."

Vision: "An inclusive, sustainable society and economy where women and girls can reach their full potential and thrive."

WOMEN'STEC is registered with the Charity Commission for Northern Ireland with the following aims:

- To prevent and/or relieve poverty and advance education and training in Northern Ireland; and
- To provide facilities in the interest of advancing women's involvement in sectors of training and employment that have low levels of female participation, specifically women who are socially and economically disadvantaged.

The purpose of WOMEN'STEC is the advancement of education and the prevention and relief of poverty and unemployment, in particular of women and girls aged 12 or over living in Northern Ireland.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

Objectives and activities (continued)

b. Strategies for achieving objectives

During 2023-2024, the strategic objectives as outlined within our 2021-2024 strategic plan, that have driven our annual operational priorities include:

1. Continued development of organisational resilience and sustainability;
2. Raise WOMEN'STEC profile and influence;
3. Increase social and cultural impact of WOMEN'STEC programmes;
4. Increase reach of WOMEN'STEC programmes; and
5. Assure corporate governance mechanisms.

In April 2023, the staff and board undertook a strategic planning exercise, supported by an external consultant, to reflect on the previous strategic plan period, and develop new strategic objectives as the organisation emerged from Covid and into an exciting, new period of growth and development. Whilst our previous strategic plan was to cover the period until 2024, it was decided that, based on significant changes internally and externally, it was the appropriate time to reflect, review and revise our strategic objectives. Following an intensive period of strategic planning and stakeholder consultation between April 2023 and August 2023, our new strategic plan for 2024-2027 was developed and launched at our 25th anniversary event in September 2023.

Our new strategy sets out 10 strategic priorities that we will work towards over the next four years, building upon the foundations laid during the previous years and embracing a sense of optimism for the future. Our mission is clear: to enable women and girls to access careers in industries where they are under-represented. Our plan is not just a roadmap; it is a living testament to our dedication to creating an inclusive, sustainable society and economy where women and girls can reach their full potential and thrive. The 10 strategic priorities that will drive our work over the next four years are as follows:

1. **Training of women:** Deliver high-quality training programmes to enable women to develop the confidence and skills and build successful careers, particularly in industries in which they are under-represented.
2. **Training of children and young people:** To work with girls to increase awareness of career stereotypes and opportunities in industries where women and girls are under-represented, particularly construction.
3. **Working with employers:** Work with employers and industry bodies to promote a diverse and inclusive workforce and workplace.
4. **Influencing public policy and practice:** Contribute to the development of government policy and practice in support of WOMEN'STEC mission.
5. **Research and evaluation:** Ensure the organisation has the appropriate data and analysis to operate effectively and continuously improve.
6. **Premises, technical and physical resources:** Ensure the organisation has the premises and other technical and physical resources to achieve its aims and objectives and these are effectively maintained and managed.
7. **Human Resources:** Ensure the organisation has the staff to achieve its aims and objectives and these staff are effectively supported, managed and have the opportunity to develop.
8. **Finances:** Ensure WOMEN'STEC has the financial resources it needs to achieve its aims and objectives, and these resources are effectively planned, managed and reported on.
9. **Communications:** Ensure WOMEN'STEC effectively communicates with all its stakeholders.
10. **Governance:** Ensure the governance of WOMEN'STEC complies with the requirements of the law and best practice.

Our strategic plan is underpinned by the values of inclusion, equality, empowerment and sustainability. In ensuring we are continually striving to work towards our priorities, we undertook operational planning in November 2023 to identify objectives for the first year of implementation of our strategic plan and will continue this process on an annual basis.

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

Objectives and activities (continued)

c. Activities for achieving objectives

In delivering on our strategic priorities, we have three core groups: women returners, children and young people, and young mothers, which our programmes and services are targeted to in working to achieve our charity's aims and objectives. There are four core programmes that target the three core groups; Connect 4 Women, Sustaining Tenancies, Building Futures and Promoting Opportunities: #NotJustForBoys. In addition, we delivered additional programmes which align with our aims and objectives and provide additional opportunities for the three core groups.

Connect 4 Women

This partnership programme between WOMEN'STEC, Glow NI and Shankill Women's Centre began year four in April 2023. The five-year programme, funded by The National Lottery Community Fund, brings together the unique strengths of three women's organisations to provide participants (women returners) with activities, services and support aimed at improving life opportunities for women across north and west Belfast. Participants are offered skills training (accredited and non-accredited in trades and IT), adult learning (essential skills, GCSE Maths and English) and personal development, supported by other complementary courses designed to bolster skills and knowledge. It provides a personalised pathway of training and development in a way that is suited to their needs and personal situations, supporting them further with wraparound services such as childcare, health and wellbeing, and advice and support in accessing further training, employment or volunteering. This year, WOMEN'STEC continued to provide a range of construction trades and IT courses for 98 women. Courses included DIY (accredited and non-accredited), OCN Level 2 skills in garden horticulture, Introduction to Plumbing, 'Grow your own vegetables', driving theory, sculpture making with an International Sculpture Artists from Poland and a range of site visits. A Community Services Information Day was held with 10+ local community services organisations for women to find out more about additional and specialised support that is available within their communities, including counselling, addiction and advice services. The programme also provides one-to-one support to participants where necessary and this year, there was a significant increase in one-to-one support from the programme coordinator, supporting participants from help with financial distress and emergency situations, food bank support and domestic violence and abuse. As the programme enters its final year in April 2024, the partnership continues to engage with externally appointed evaluators who are reviewing and evaluating the programme, with an aim of producing a final evaluation report at the end of year 5, to support the partnership's futures plans for supporting what is viewed as growing need from this target group.

Sustaining Tenancies

This programme, funded through the Northern Ireland Housing Executive's Sustaining Tenancies programme, entered its second and final year in April 2023. The programme was aimed at supporting two cohorts of women annually (women returners and young mothers), living in Housing executive homes to thrive in their home environment and increase their opportunities for life and work that will all contribute to increasing their likelihood of sustaining their tenancies and reaching their full potential. Delivery included an 8-week personal development programme, a 10-week home DIY programme, a 6-week life and employability skills programme, and one-to-one support with issues impacting their tenancies, employment or employability-related support, and emergency crisis support. Additionally, the programme facilitates open dialogue between participants and the Housing Executive, where they can discuss issues around home repairs and connect with their local Patch Manager. This year, the personal development programme, adopting a holistic and personal approach, covered topics such as habit busting and resilience, moving forward – financially, socially, emotionally, energetically, relationships, health and family, Relationships – what do good and bad relationships look like, Heal Yourself (Louise Hayes) workshops and relaxation techniques. Participants also met with the Housing Executive to find out more about the services they provide, learn about what maintenance / DIY work they are allowed to carry out in their own homes and to learn about employment and apprenticeship opportunities with the Housing Executive. The 10-week DIY programme delivered to both cohorts was aimed at empowering participants to be confident and to be able to carry out home DIY projects. Topics within this programme included learning how to use drills, hanging shelves and curtain poles, how to fix a leaking tap and bleed a radiator, tiling both floor and walls, wallpapering, repairing plaster board and electrics – changing light fittings and replacing sockets.

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

c. Activities for achieving objectives (continued)

Sustaining Tenancies (continued)

The participants also completed a personal woodwork project that they could take home, such as planters and coffee tables. The life and employability course aspect of the programme focused more on life skills and included sessions on healthy eating, fermenting foods, growing herbs and vegetables, managing stress and anxiety and household budgeting, and included a session delivered by the Consumer Council for NI focusing on how to reduce electricity bills. Additionally, a resilience and self-defence course was delivered to participants to help them cope with situations such as walking alone, reading bad behaviour, what to do if feeling unsafe in public. 6 participants also accessed one to one employability support with WOMEN'STEC's employability and support officer, undertaking jobs skills training. 5 young mothers on the programme also attended a site visit with our Champion partner, Heron Brothers, to Templemore Avenue Baths, a local community asset in East Belfast. The site visit occurred to construction stage and enabled participants to experience a live building site, understand heritage restoration and learn about careers and employment in construction.

Building Futures Partnership Programme

WOMEN'STEC, as lead partner, was awarded over £870,000 over 2 years by the UK Government's Shared Prosperity Fund, to deliver a partnership programme with Bolster Community and Women in Business, focused on reducing economic inactivity. This new programme, entitled 'Building Futures', began in April 2023 and focuses on women who are economically inactive in the Newry, Mourne and Down and Greater Belfast regions. In year one of the programme, 266 women were engaged in courses across DIY / Trades, Personal Development, multiply funded numeracy and business start-up aimed at increasing confidence and employability skills to support women to move closer to employment. The expanse of delivery ranged across a wide geographical area in the Newry, Mourne and Down (NMD) region and greater Belfast, particularly bringing services to women in rurally isolated communities where fewer opportunities exist for training, support and development. Our partner, Bolster Community, led on the delivery of personal development, IT, work support and numeracy courses, such as Basic Maths for Parents, and Managing Finances, in the NMD region, whilst Women in Business led on the delivery of business start-up / entrepreneurship courses across the programme areas. WOMEN'STEC led on the delivery of all construction and DIY related courses across the programme and IT and employability support in the Belfast area. Alongside the programme, an important element for participants is access to one-to-one mentoring support from the programme's employability and support officers, one based in WOMEN'STEC in Belfast and one based in Bolster Community in Newry. This support offers tailored personal support to participants to help with their CV's, interview skills, plans for professional development, identifying areas for developing and supporting them with job search and connections to employers. With this, participants have access to bursary funds that can support them with studying or training for qualifications or certifications that are not offered through the programme but will enable them to pursue their employment goals. The programme will run until March 2025 and aims to support 420 women over the two-year period.

Promoting Opportunities Programme: #NotJustForBoys

Our flagship youth programme, POP: #NotJustForBoys, which challenges misconceptions and encourages, empowers and supports young girls to consider career opportunities in sectors where women are under-represented, continued to grow and develop in 2023-2024. Our schools programme continued in 2023. Three primary schools in the Urban Villages area completed 'Under the Bonnet' car mechanics programme between April and May, with 82 primary school girls in total. Additionally, in partnership with our Champions 'GEDA Construction', we delivered gender / careers in construction sessions with 27 P7 girls and boys to challenge gender stereotypes in April. Our Homework Club, which meets on a weekly basis, continued to work in partnership with our Champion, JP Corry, on a project to design and build construction toys for local nursery school children. The project was completed in April 2023 and a celebration event was held for the girls with JP Corry to recognise their achievements and learning over the course of the project.

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

c. Activities for achieving objectives (continued)

Promoting Opportunities Programme: #NotJustForBoys (continued)

In April, under WOMEN'STEC Newry, #NotJustForBoys delivered a programme of activities to schools and youth clubs in the Newry area, supported by the CTS Projects contract with the Housing Executive. A six-week programme was delivered separately in two youth clubs, the Magnet Centre and St John's Bosco to 12–16-year-olds, encompassing basic woodwork skills and a small personal project. A programme of courses, starting in March 23, continued into April delivered to Bolster Community's 'Bolster Go Girls' Youth Club, engaging 22 girls from 11-16 years old who struggle with their mental health. The programme of basic woodwork skills and a personal project helped to grow confidence and self-esteem whilst also increasing awareness of trades and careers in construction.

In the summer, the #NotJustForBoys team delivered four summer schemes, each sponsored by a #NotJustForBoys Champion. The 'BuildHer' Trades summer scheme was sponsored by Connolly & Fee and focused on basic introduction to construction skills and awareness of construction careers. The participants built their own stud wall which they plastered and decorated, with a few choosing to panel their walls whilst others tiled. The week culminated in a site visit to Connolly & Fee's construction site in Ardoyne Avenue, where participants were able to see how the skills they learned are put into action on a live construction site and learn about the variety of careers in construction. They explored issues such as gender equality, apprenticeships and other career pathways. In August, the second summer scheme, 'BuildHer Outdoors' for girls aged 13-16 yrs old, was sponsored by our Champion, JP Corry. This brought the girls together to learn basic woodwork and garden construction skills and build outdoor furniture and a brick BBQ. The week culminated in a site visit to JP Corry to learn about the history of JP Corry, apprenticeships, and the various supplies used in construction, and included a talk from a brick supplier on the making / creation of bricks and how they are used in construction. A third summer scheme, 'Under the Bonnet', focused on car mechanics and vehicle maintenance and was sponsored by Translink. Participants learned about basic car maintenance, cars and the rules of the road. The week culminated in a field trip to Translink in Great Victoria Street where they learned of the history of Translink, the variety of career opportunities in transportation, had a ride in an electric bus and met Translink's only female heavy vehicle mechanic. The final summer scheme 'Newry BuildHer' was sponsored by CTS Projects and focused on a basic introduction to construction skills, with participants designing, planning and building their own personal projects.

Between September and March, #NotJustForBoys ran an enrichment programme for 16-18yr old girls from Mercy College. The programme covered introductions to health & safety, drilling and sawing, and other basic trade skills. They designed, planned and built projects that they could sell at our Christmas Craft Fair, giving them an opportunity to not only put into practice the basic skills they learned to make products, but also to become their own project managers and learn the basics of entrepreneurship, boosting their confidence in themselves and their abilities. In the final quarter of the year the girls worked on an upcycling programme which provided them with the opportunity to choose their own pieces of furniture to strip back and refurbish to look new. They developed new skills, were introduced to new techniques and new tools to achieve their own desired pieces.

In October, in partnership with Henry Brothers, the #NotJustForBoys team hosted another successful Girls in Construction event in Magherafelt.

In November, the programme received new funding from BBC's Children in Need programme, enabling us to expand the #NotJustForBoys programme to other areas of Northern Ireland as well as expanding collaboration with youth clubs. This started in Newry, working with the EA Girls' Youth Service Club on a 6-week woodwork project learning the basic skills of woodwork and supporting their confidence and independence whilst designing and building Christmas themed projects.

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

c. Activities for achieving objectives (continued)

Promoting Opportunities Programme: #NotJustForBoys (continued)

In February, in partnership with our Champion, the Northern Ireland Housing Executive, the team delivered a 'Try a Trade' day for over 60 schoolgirls and women who came along to take part in practical workshops in a variety of trades, including joinery, electrics, plumbing, bricklaying and mechanics. The aim was to increase awareness of careers in trades and highlight the apprenticeship and employment opportunities which exist in these areas within the Housing Executive.

In partnership with our Champion, Heron Brothers, the team also held a construction careers workshop with boys and girls in P5 in Draperstown. This event aimed to show the importance of roles in construction, highlight the role of women in construction and break down gender stereotypes. The #NotJustForBoys team also hosted STEM activities and games for the students.

CBenAct Cross Border Project

Lead by the Centre for Cross Border Studies, the CBenAct project brings together WOMEN'STEC and Creative Spark, Dundalk, to engage on a capacity building programme to strengthen the skills, knowledge and resilience of organisations working in partnership on a cross-border basis. It aims to embed an approach to cross-border cooperation that sees it as central to organisations' work rather than as peripheral to their core missions. Five staff and two board members engaged in a series of workshops and residentials with Creative Spark to explore the skills necessary to deliver cross-border projects, the key principles to collaborating on a cross-border basis, identify shared issues and challenges facing border communities in which both organisations work and to identify solutions and actions that can help to build better communities along the border. Through the programme, WOMEN'STEC engaged with women from Lislea and Hilltown, two small communities just a few miles from the border, to engage in community dialogue and a cross border dialogue programme with women from Dundalk. The project used the strengths and skills of both organisations to provide skills in design and DIY to work on practical projects, empowering women with skills that they can use in their own homes and communities, whilst also boosting confidence and self-reliance, as well as confidence in speaking with other people and working together as a group. The groups came together and discussed challenges and issues facing women and families that are both shared and unique to both communities on each side of the border. The project continues into 2024-2025.

Women's Wellbeing Community Pharmacy Project

The Women's Wellbeing project is delivered in partnership with our local pharmacy, Crossin Chemist, through the Community Development Health Network's Building Community Pharmacy Partnerships programme. The programme offers women engaged on any of our courses an additional wellbeing programme to support them with issues and learning of health and wellbeing, adopting a community development approach. The programme involved 14 workshop sessions led by Crossin Chemist, covering topics such as the menopause, family health, role of the pharmacist in the community, drugs and alcohol, sexual health, amongst others relevant to the issues or challenges facing participants. The participants also attended sessions with Aware NI (focused on mental health) and Relate NI (focused on healthy relationships). Furthermore, two sessions also included relaxation techniques and mindfulness to help participants reduce stress and anxiety.

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

c. Activities for achieving objectives (continued)

INCOME GENERATION ACTIVITIES

WOMEN'STEC NEWRY

We have developed a number of areas which enable us to bring in funds that support the activities of the organisation, whilst also importantly, bolster our relationships and partnerships with external stakeholders. WOMEN'STEC Newry was created on the basis of a social value initiative under CTS Project's contract with the Northern Ireland Housing Executive. This came to an end in June 2023, however involvement in this demonstrated to us the possibilities of generating income and delivering services through social value in public procurement contracts. The contract enabled us to establish a second workshop base in Newry and expand our programmes and services to many rural communities across the Newry, Mourne and Down regions. It also enabled us to have a presence closer to the border region that enables us to work closer with our partners in Ireland and expand the reach of our mission and vision.

Mid and East Antrim Borough Council: Women's DIY Pathway Programme

In September 2023, we successfully bid for our first tender to deliver a women's DIY pathway programme, contracted by Mid and East Antrim Borough Council and funded by the Department of Communities under the Mid and East Antrim Labour Market Partnership Action Plan 2023-2024. The purpose of the programme was to inspire and increase confidence of women who want to re-enter or enter the world of work, encourage greater female participation in traditional trades, provide opportunities for participants to achieve accredited qualifications and develop employability skills and create greater linkages between employers, stakeholders and potential employees. The programme engaged 10 women in introductory DIY / trades sessions, a level 2 accredited training in DIY skills and employability support. As our first contract, it provided us with experience and learning as delivery agents for a public contract whilst also enabling us to build relationships with stakeholders and partners in the mid and east Antrim area, which has undoubtedly led to other opportunities. The programme was so successful that the contract was extended to deliver a second programme and we are now bidding for further work in this area with Mid and East Antrim Borough Council.

#NotJustForBoys Champions Initiative

Our Champions initiative entered its second year, with over 23 private sector businesses becoming #NotJustForBoys Champions, supporting our mission and providing us with unrestricted income. More importantly, the Champions have been a major driver for us in developing our programmes and operations and supporting more women to explore careers in industries where women are underrepresented. This has included opportunities for many site visits, supporting the delivery of projects, donating materials and volunteer time, particularly from female role models. Four of our Champions, Connolly & Fee, CTS Projects, JP Corry and Translink provided further support through sponsoring a #NotJustForBoys summer scheme, whilst Henry Brothers and the Housing Executive supported a Newry Girls into Construction Day. Our Patron, Gilbert-Ash, sponsored WOMEN'STEC's 25th Anniversary event in September 2023. Henry Brothers also hosted a Girls into Construction Day in Magherafelt, bringing the programme to Mid-Ulster and helping to increase awareness and inspire girls to consider careers in construction. In partnership with Heron Brothers, we held an 'Inspiring Future Builders' event in Draperstown, for St Mary's Primary School, aimed at inspiring children, both boys and girls, to explore careers in construction and break down gender stereotypes. In collaboration with the Housing Executive, we held a 'Try a Trade' day at WOMEN'STEC Belfast for secondary school students and women. In partnership with Translink and Vix, we held a Women in Transport event for students and staff to explore careers in transportation. JP Corry continued to support our weekly Homework Club with Blessed Trinity College, Belfast donating materials, providing staff, hosting a site visit and developing a community project where the girls project managed the design and construction of tool stations and work benches for a local nursery school. CHC Group showcased employment and career opportunities for participants at the launch of our UKSPF funded project, 'Building Futures.' Combined Facilities Management (CFM) sponsored a women returners DIY programme for women in the Newtownabbey area. We piloted a gender diversity awareness workshop with the Direct Labour Organisation office for our Champion, Housing Executive. The session was aimed at raising awareness of the potential barriers that women and girls who want to join the construction industry face, to the trades staff who work to deliver repairs and maintenance services to Housing Executive tenants.

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

c. Activities for achieving objectives (continued)

#NotJustForBoys Champions Initiative (continued)

It is evident to see the non-monetary value of the partnerships and collaborations over the past 12 months, particularly in enhancing the opportunities and experiences for the participants on our programmes. This work contributes significantly to our mission of enabling women and girls to access careers in industries where they are under-represented and our vision of an inclusive, sustainable society and economy where women and girls can reach their full potential and thrive.

Sales Courses

We continue to work on developing our suite of courses available for selling to the public and other Voluntary Community & Social Enterprise organisations. Clanmil Housing has become a significant purchaser of our sales courses, buying DIY programmes to deliver to Clanmil tenants with the aim of increasing confidence, community cohesion, and independence in carrying out home maintenance. We also continue to run evening and weekend classes available to the general public which helps to boost our profile and generate some income. In the past year we have also provided courses and programmes for other charities and community organisations. The success of these indicates an opportunity to develop this as an area to bring in further unrestricted income and we will be working to grow this into 2024-2025.

We continue to house and manage the work of the Northern Ireland Women's Budget group, be represented on the Greater North Belfast Women's Forum, advise on the Rank Foundation's RankNet Leaders Action Group, sit on the DfE Skills Strategy sub-committee on Equality, Diversity and Inclusion, sit on the Urban Villages Reference Group, and work alongside our partner organisations on the Women's Regional Consortium funded through the Regional Infrastructure Support Programme.

Other key notable activities and achievements

After another highly successful year of growth and development, with a second workshop in Newry and expanding our delivery into rural communities across Northern Ireland, we made the decision to invest in the purchase of a van. This enables us to transport our outreach kits, portable workshop benches and materials and equipment needed to bring our DIY and basic trades courses into communities where travel access to our workshops is a barrier for women. This has transformed how we deliver our programmes and services and enables us to greater work towards our strategic objectives of reaching and expanding our services and programmes across Northern Ireland.

In January 2024, with a growing staff team, higher provision of services and programmes and expanding the reach of our work, we decided to engage a consultant to undertake an organisational review, with recommendations for staffing structure and management. This identified a need for additional roles to support the level of services we are providing and to enable us to continue to expand our services across Northern Ireland, in response to need and demand. These roles include Head of Operations, Finance and Administration Officer, Project Officer. The report also recommended several structural, management and operational recommendations which will be implemented in 2024-2025. Alongside this, a governance review was undertaken with the board to provide recommendations for improving governance.

This year, we welcomed significant visitors to WOMEN'STEC. In March, we were delighted to welcome the Prime Minister of Kosovo and his delegation to showcase our work and discuss the impact of the role of women in communities in contributing to peacebuilding. The Prime Minister was visiting Northern Ireland to learn more about post-conflict societies and peacebuilding and was invited to WOMEN'STEC by Urban Villages who have supported our programmes in North Belfast over the past 6 years. Only a week later, in March, we also welcomed the Secretary of State for Northern Ireland, Chris Heaton-Harris to our workshop in Belfast to showcase our programmes and services, discuss skills and lifelong learning and the barriers for women to participating in the labour market.

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

c. Activities for achieving objectives (continued)

Other key notable activities and achievements (continued)

Unsurprisingly, the Cost-of-Living crisis continues to impact the women and girls we work with. In response to this, we established an Emergency Support Fund that is funded by donations from stakeholders who want to support those in need. This fund means we can provide quick, practical support to a woman in an emergency or financial crisis situation, such as purchasing gas or electric or buying food and other essentials that are an immediate necessity.

Finally, in September 2023, WOMEN'STEC held a 25th Anniversary Celebration event at The Mac, Belfast, to celebrate 25 years of supporting women and girls. The event, sponsored by our patron, Gilbert-Ash, brought together funders, partners, past and present supporters and other stakeholders to look back, celebrate our achievements, hear about the impact of our work and to launch our new strategic plan for 2024-2027. Guest speakers at the event included Dr Jayne Brady, Head of the Northern Ireland Civil Service and Ray Hutchinson MBE, MD of Gilbert Ash.

Achievements and performance

Between April 2023 to March 2024, 259 women engaged with our Connect 4 Women (WTEC's delivery), Sustaining Tenancies, Building Futures, and women's wellbeing programmes and 398 girls engaged with the #NotJustForBoys Programme.

During this year, of those who responded to our progression survey, that enables us to see where women progress to upon leaving our programmes and courses, 14.9% stated they have moved into employment and 58% have moved on to further education / training or volunteering. 50 women received an accredited qualification.

STUDENT SURVEY

Annually, we conduct a student survey that enables us to gain feedback and impact data for our work, including the motivations for women engaging with our programmes and services, the need for different types of programmes and services, the experience of using our services, the impact of our programmes and services and areas of our work that we can improve. A summary of the key findings of the survey are highlighted below:

Motivations for engaging with WOMEN'STEC

The following reasons for engaging with WOMEN'STEC, selected as 'very important', are ranked in order of frequency selected (number of students selecting answer):

1. To learn something new (49)
2. To build my confidence (45)
3. To be able to do things around the house (43)
4. To improve my mental health (41)
5. To meet new people (37)
6. To gain skills for work (27)
7. To get out of the house (24)
8. To get a qualification (24)
9. To have something to do (22)
10. To make something (22)

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Achievements and performance (continued)

STUDENT SURVEY (continued)

Some comments from students relating to their motivations for engaging with WOMEN'STEC:

- "I wanted to do something to help me feel like I was regaining my independence"
- "All women doing it together – felt more comfortable than going to a tech with all boys doing woodwork"
- "To be able to do DIY and cut down on expenses. Knowledge is powerful. To know what you need done and not be ripped off by tradesmen or male dominated skills who see you coming"
- "Increase my confidence with people"
- "I want to boost my confidence and make more new friends"

Outcomes for participants engaged in WOMEN'STEC programmes

The top three outcomes' participants noted were:

- Learn new skills
- Be more confident
- Improve my qualifications

Percentages of survey respondents who stated:

- Being at WOMEN'STEC has helped improve soft skills (communication, time management, teamwork) – **85%**
- Being at WOMEN'STEC has helped with my wellbeing – both mentally and emotionally – **94%**
- While at WOMEN'STEC, I have learnt new skills – **88%**
- Since being at WOMEN'STEC, I feel more motivated than before – **92%**
- My self-esteem has increased since being at WOMEN'STEC - **81%**
- Being at WOMEN'STEC has helped improve my confidence – **94%**

Comments from students:

- "I hope you will continue to support the work of WOMEN'STEC to provide more opportunities and resources for women to achieve greater success. Your contribution is so important to WOMEN'STEC and society at large" (comment to funder)
- "Excellent training programmes available to all women. The centre has made me more confident and able to do many new tasks. New friends made along the way too. Such a friendly and encouraging environment. Thank you"
- "I think the opportunity for women to learn new or improve on existing skills and to be more self sustaining is not something that has been at the top of anyone's agenda for a long time until the fabulous ladies at WOMEN'STEC got started. They ensure this is done to the best of their ability, being a woman taught by women is incredibly important to me as too often women are overlooked and underestimated, that definitely doesn't happen at WOMEN'STEC. Great place with great staff and I will definitely be back for more training"
- "WOMEN'STEC is absolutely invaluable. I can't stress how much joy the courses I've attended have brought me and the onsite childcare has been amazing. It's brilliant to get out of the house and learn something without being mum for a while. Really helped make me feel human again whilst dealing with postpartum depression."
- "I came across WOMEN'STEC through my key worker in Women's Aid. I'm so thankful for both organisations as they have helped me to get out of the house and find myself again. WOMEN'STEC really builds confidence and shows us that girls can do it all!"

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Financial review

The Financial Statements deal with all the income and expenditure of the charitable company, as well as its financial position at the year end. The results for the year and the financial position were considered satisfactory by the trustees.

At 31 March 2024, total charity funds were £537,522 (2023: £391,598), of which £356,720 were unrestricted (2023: £257,151). Overall, reserves increased by £145,924, £99,549 of which were unrestricted (2023: £23,715 increase).

All monies received supported key objectives of the charitable company, funding charitable activity costs, both direct and support.

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable 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 trustees' policy is to retain a level of free reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The charitable company has developed a plan to establish and maintain an agreed level of free reserves of £230k to cover 3 months' salary and core running costs, a redundancy pay reserve and a reserve for final audit fees, leasing charges and other contingencies as at 31 March 2024.

Whilst actual unrestricted reserves at 31 March 2024 were £356,720 (2023: £257,151), £30,000 was designated for future capital spend and £43,584 was tied up in fixed assets, leaving free reserves of £283,136 (2023: £202,066).

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

c. Principal funding

The principal funding of the organisation derived from an anonymous Private Foundation, The National Lottery Community Fund, Northern Ireland Housing Executive, UK Shared Prosperity Fund/Department of Levelling Up, Housing & Communities, Construction Industry Training Board NI, BBC Children in Need, The Executive Office (Urban Villages), The Rank Foundation, The Ireland Funds, Centre for Cross Border Studies/IFI, Community Development & Health Network, The Esmee Fairbairn Foundation, Ulster University/Joseph Rowntree Charitable Trust, Department of Foreign Affairs, Dormant Accounts Fund NI, Garfield Weston, LFT Charitable Trust, Department for Communities (RISP) and Belfast City Council.

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum and Articles of Association.

The charitable company is constituted under a Memorandum and Articles of Association and is a registered charity, number NIC100185.

The principal object of the charitable company is to provide advancement of education and the prevention and relief of poverty and unemployment amongst people and in particular women and young girls primarily in Northern Ireland and also elsewhere.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Structure, governance and management (continued)

b. Public Benefit Statement

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008.

The direct benefits accruing from our purposes as noted with the Charities Commission in Northern Ireland include:

- Students gain qualifications and practical skills;
- Students experience heightened self-esteem and confidence enabling them to move forward into further training and education or employment;
- Students enhance their employability, increasing their opportunities to move into further training and education or employment; and
- Students are better equipped to move into paid employment, therefore increasing their economic security.

There have been no changes in the objectives since the last annual report.

c. Governance and methods of appointment or election of trustees

The management of the charitable company is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association.

Day to day management was delegated to the CEO, Lynn Carvill, whose salary is set by the Board.

Other employees are paid in accordance with the National Joint Council (NJC) for Local Government Services Payscales.

d. Risk management

The trustees have a risk management policy which comprises:

- An annual review of the principal risks and uncertainties that the charity faces
- A risk register covering 7 key categories of risk is maintained and updated annually, more frequently where risks are known to be volatile, and an accompanying risk mitigation plan which outlines existing controls procedures and proposed controls procedures improvements and actions
- Key roles and responsibilities of the board and staff in risk governance

Financial sustainability continues to be a major financial risk, and several key financial risks have been identified through this process. Much work has been done over the last number of years to diversify both our income and grant funding streams. Whilst we are in a strong financial position this year, the principal financial risk is there are several funded programmes which will be coming to an end in 2025 which could impact our delivery plans and our 2025-2026 budget. In minimising the impact of this, we are forward planning, including reviewing programmes for need, demand and effectiveness, reviewing staffing resources, reviewing funders and developing a funding plan for the 2025-2026 financial year. Regular monitoring of the organisational budget and continuing to increase our unrestricted income will ensure early and appropriate financial planning as we move ahead and finalise the 2025-2026 budget.

Our ageing premises continue to be a growing risk to the organisation, with energy inefficiencies leading to higher utility costs, higher levels of ongoing maintenance impacting financial budgets and lack of control of facilities as we are limited to the constraints of the Education Authority. In our recent strategic planning exercise, the board has committed to exploring our options to ensure WOMEN'STEC operates from premises that are fit for purpose. This includes regular communication with the Education Authority regarding the premises and any urgent maintenance requirements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Structure, governance and management (continued)

d. Risk management (continued)

Staffing capacity and recruitment challenges are other risks which are regularly monitored and actioned upon. As a growing organisation, the need for more staff to meet the demands of a growing programme of delivery led to a staffing structural review undertaken in January 2024. This identified the need for a third senior leadership role, Head of Operations, and some adjustments to existing roles and responsibilities, as well as new finance administration and project officer roles.

Outsourced childcare is also a key risk for the charity which is undergoing close monitoring. The reason for this is rising childcare costs which could become unsustainable and not financially viable for the organisation to continue with. A risk mitigation plan is in place, including regular meetings with the Creche manager to ensure any potential issues or concerns are quickly and appropriately dealt with, close monitoring of creche usage and demand from our students and exploring alternative options for childcare provision for students.

Funds held as custodian

No funds are held as custodians.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Plans for future periods

After a successful year of growth and development, guided by our strategic plan, key activities for growth and development during 2024-2025:

- Implement a new management structure and improved processes and systems for both operational management and governance management
 - Implement a new CRM system to improve our data and relationship management.
 - Begin the process of exploring options and viability of building a new home for WOMEN'STEC
 - Invest in additional outreach kits and equipment to expand the delivery of our programmes in community locations across Northern Ireland
 - Explore the opportunity to open a third workshop in the North West of Northern Ireland, Derry.
 - Continue to deliver the 'Building Futures' programme, in partnership with Bolster Community and Women in Business NI, focusing on expanding the areas of delivery and achieving employability outcomes for women on the programme
 - Having undertaken a strategic planning process between June 2023 and September 2023 and launching our new strategic plan, the key strategic priorities for WOMEN'STEC over the next 2023-2027 period:
 - Deliver high quality training programmes to enable women to develop confidence and skills and build successful careers, particularly in industries where they are under-represented.
 - To work with girls to increase awareness of career stereotypes and opportunities in industries where women and girls are under-represented, particularly construction.
 - Work with employers and industry bodies to promote a diverse and inclusive workforce and workplace.
 - Contribute to the development of government policy and practice in support of WOMEN'STEC mission.
 - Ensure the organisation has the appropriate data and analysis to operate effectively and continuously improve.
 - Ensure the organisation has the premises and other technical and physical resources to achieve its aims and objectives and these are effectively maintained and managed.
 - Ensure the organisation has the staff to achieve its aims and objectives and these staff are effectively supported, managed and have the opportunity to develop.
 - Ensure WOMEN'STEC has the financial resources it needs to achieve its aims and objectives and these resources are effectively planned, managed and reported on.
 - Ensure WOMEN'STEC effectively communicates with all its stakeholders.
 - Ensure the governance of WOMEN'STEC complies with the requirements of the law and best practice.
 - Continue to grow the #NotJustForBoys Champions network to increase support from relevant industries
 - Build on our partnership work with Creative Spark in Dundalk and Longford Women's Link in Longford.
 - Develop our offering to the construction sector to support companies with the delivery of social value initiatives within public contracts
 - Increase our capacity to meet and deliver on the level of growing need and demand for our programmes and services
-

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable 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 charitable 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 2019 (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 charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Disclosure of information to auditor

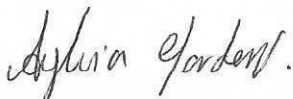
Each of the persons who is a trustee at the time when this Trustees' Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

Auditor

The charitable company retendered for auditors. Grace Taggart of CG Taggart Accountancy Services, was appointed for a period of 3 years: years ended 31 March 2021, 2022 and 2023, and was extended to 31 March 2024.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and was approved by order of the members of the board of trustees on 8 December 2024 and signed on their behalf by:



Sylvia Gordon

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland - Charity number 100185

Annual return

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Opinion

I have audited the financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In my opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. My responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of my report. I am independent of the charitable company in accordance with the ethical requirements that are relevant to my audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Trustees' Report and Financial Statements, other than the Financial Statements and my Auditor's Report thereon. The trustees are responsible for the other information contained within the Report of the Trustees and Financial Statements. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)**

Opinion on other matters prescribed by the Companies Act 2006

In my opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report, incorporating the directors' report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, I have not identified material misstatements in the Directors' report.

I have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires me to report to you if, in my opinion:

- adequate accounting records have not been kept, or returns adequate for my audit have not been received from branches not visited by me; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- I have not received all the information and explanations I require for my audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Auditors' responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

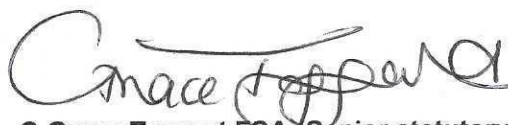
- Obtaining an understanding of the significant legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework;
- Assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur; and
- Ensuring competence and capabilities to identify or recognise non-compliance with laws and regulations are maintained.

Because of the inherent limitations of an audit, there is a risk that I will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as I will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my Auditor's report.

Use of my report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. My audit work has been undertaken so that I might state to the charitable company's members those matters I am required to state to them in an Auditor'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 charitable company and its members, as a body, for my audit work, for this report, or for the opinions I have formed.



C Grace Taggart FCA (Senior statutory auditor)

for and on behalf of
CG Taggart Accountancy Services, Statutory Auditor,
17 Cypress Crescent, Donaghadee, Co Down, BT21 0QG

CG Taggart Accountancy Services is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

22 November 2024

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland - Charity number 100185

Accounts

Registered company number: NI034272 (Northern Ireland)
Charity Commission for Northern Ireland number: NIC100185
HMRC registered charity number: NI01295

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

CG Taggart Accountancy Services
Chartered Accountants and Registered Auditor
17 Cypress Crescent
Donaghadee
Co. Down
BT21 0QG

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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FOR THE YEAR ENDED 31 MARCH 2023**

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THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

Trustees (directors for the purposes of company law) Sylvia Gordon, Chairperson
Andrea Morrow, Treasurer (from 31 May 2023)
Norah Baillie, Treasurer (resigned 31 May 2023)
Michael Potter
Nuala Griffiths
Nicola McCrudden (resigned 4 January 2023)
Maria Bradley
Siobhan Brown
Nicola McCleery (appointed 16 January 2023)

Company registered number NI034272 (Northern Ireland)

CCNI Charity registered number NIC100185

HMRC registered charity number NI01295

Principal operating and registered office 29 Chichester Avenue
Belfast
BT15 5EH

Company secretary Lisa McCann

Chief Executive Lynn Carvill

Independent auditor CG Taggart Accountancy Services
17 Cypress Crescent
Donaghadee
Co Down
BT21 0QG

Bankers First Trust Bank
35 University Road
Belfast
BT7 1ND

Solicitors Edwards & Co
28 Hill Street
Belfast
BT1 2LA

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

The trustees present their annual report together with the audited financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) Ltd (WOMEN'STEC) for the year 1 April 2022 to 31 March 2023. The Annual report serves the purposes of both a Trustees' report and a Directors' report under charitable 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 charitable 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

Vision: "WOMEN'STEC will be the leading authority in NI for connecting females with industries in skilled areas where they are under-represented."

Mission: We support women to take greater advantage of opportunities in sectors and careers where women are typically under represented.

WOMEN'STEC is registered with the Charity Commission for Northern Ireland with the following aims:

- To prevent and/or relieve poverty and advance education and training in Northern Ireland; and
- To provide facilities in the interest of advancing women's involvement in sectors of training and employment that have low levels of female participation, specifically women who are socially and economically disadvantaged.

The purpose of WOMEN'STEC is the advancement of education and the prevention and relief of poverty and unemployment, in particular of women and girls aged 12 or over living in Northern Ireland.

The direct benefits accruing from our purposes as noted with the Charities Commission for Northern Ireland include:

- Students gain qualifications and practical skills;
- Students experience heightened self-esteem and confidence enabling them to move forward into further training and education or employment;
- Students enhance their employability, increasing their opportunities to move into further training and education or employment; and
- Students are better equipped to move into paid employment, thereby increasing their economic security.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

Objectives and activities (continued)

b. Strategies for achieving objectives

The strategic priorities were revised for the period 2021-2024. The strategic objectives which direct our annual operational priorities include:

1. Continued development of organisational resilience and sustainability;
2. Raise WOMEN'STEC profile and influence;
3. Increase social and cultural impact of WOMEN'STEC programmes;
4. Increase reach of WOMEN'STEC programmes; and
5. Assure corporate governance mechanisms.

c. Activities for achieving objectives

Since 1998, WOMEN'STEC has supported countless women and girls to develop their confidence, self-esteem, skills and improve their opportunities for reaching their full potential. WOMEN'STEC has grown from a small, community-based organisation to, what is now considered by SORP, a large charity. This last year represents a significant milestone in our journey to becoming a large charity delivering significant impact to the communities we serve. During 2022-2023, we delivered our programmes and services through eight core projects supporting three core target groups – young mothers, women returners and girls of school age.

Connect 4 Women

Year three of the Connect 4 Women project began in April 2022. This partnership project between WOMEN'STEC, Glow NI and Shankill Women's Centre brings together the unique strengths of three women's organisations to provide a programme aimed at improving the life opportunities of women across north and west Belfast. Participants are offered skills training (accredited and non-accredited in trades and IT), adult learning (essential skills, GCSE Maths and English) and personal development. The programme provides a personalised pathway of training and development in a way that is suited to their needs and personal situations, supporting them further with wraparound services such as childcare, health and wellbeing, advice and support to access. This year, WOMEN'STEC, as the delivery agent for skills training under this programme, delivered OCN courses in Skills in Horticulture, IT for Work, DIY Skills, Developing Woodworking Joint Skills, Car Maintenance and Word Processing. Additional to courses delivered, we held a Community Services Information and Women's Wellbeing Day that aimed to increase awareness of the support services available in the wider community, and to take part in wellbeing sessions around relaxation, breast health and other health checks. Participants of Connect 4 Women also contributed to a wider piece of research which explored the impacts of the Cost-of-Living Crisis on local women, with an element of learning how to manage their personal finance. Furthermore, some participants attended The Bad Bridget's exhibition on a trip to the Ulster American Folk Park, that brought to life the stories of thousands of women who left Ireland for America in the late 1800's/early 1900s. A group of participants also engaged with an external evaluator who undertook an interim evaluation of the Connect 4 Women programme.

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

c. Activities for achieving objectives (continued)

Her Space

The Her Space programme came to a close in December 2023. Over the period of the programme, women were equipped with valuable trade skills for independent living. The purpose of the project was to fit out an empty shipping container and repurpose it to a one-bedroom, self-contained emergency accommodation unit. At its beginning, this was significantly impacted by Covid and therefore how the programme was delivered was changed to accommodate social distancing. Since delivery has returned to normal, the participants were able to enter the shipping container, however due to the time constraints, rather than starting from scratch, participants used their skills to refurbish the container which came with the basic accommodation elements. There have been a number of technical difficulties around logistics, connections to utility services and other challenges that mean that discussion is ongoing about the final destination of the container, however the Her Space programme was very successful in supporting 36 participants to gain practical skills in various trades and life skills in areas such as health and wellbeing, managing finances and nurturing healthy relationships. Furthermore, participants enjoyed industry site visits to Templemore Baths and Finnebrogue Woods where they experienced first hand what it is like to work on building sites and to learn of the various career roles and opportunities in the construction sector.

Urban Villages

Our Urban Villages programme re-commenced in April 2022 with new participants. This programme, funded through The Executive Office's TBUC programme under Urban Villages funding, is designed to bring together women from Ardoyne and Ballysillan to explore different cultures, learn new skills and experience activities that are not normally accessible to the participants. This year, participants completed courses in Carpentry, Electrics, Gardening, Personal Development, Car Maintenance, Plumbing, DIY and Wood Carving, as well as trips to the Somme Museum, Belfast City Cemetery, the Ulster Folk and Transport Museum and attended our Community Services Information Day. This project ultimately uses construction based skills learning to bring together women from different communities to build relations and develop understanding and tolerance.

Sustaining Tenancies

This year, a new 2-year programme was introduced, funded through the Housing Executive. The Sustaining Tenancies programme is aimed at supporting women living in Housing Executive homes to thrive in their home environment and increase their opportunities for life and work that will all contribute to increasing their likelihood of sustaining their tenancies and reaching their full potential. The programme encompasses a diverse range of sessions that equip participants with valuable DIY skills, personal development and essential life skills. From mastering power tools to the art of hanging shelving, and from plumbing insights to understanding domestic electrics, the programme empowers participants to take control of their living spaces, feel proud of their home and feel a sense of empowerment and achievement. Additionally, we facilitate open dialogues between participants and the Housing Executive where they can discuss issues around home repairs, support from the Housing Executive and connect with Patch Managers. This year, 18 participants engaged on the programme and new participants will be recruited in 2023-2024.

PASS/Pathways

The PASS project was a short-term, additional project delivered for TWN. It was a dedicated initiative aimed at providing invaluable support to women aged 16 to 24 yrs, while the Pathways programme was tailored for those over 24. The programme, delivered over 12 weeks, supported 10 new participants to encompass a diverse array of training that supported their development and progression to further training, volunteering or employment. From mastering DIY skills to honing creativity, participants also engaged in personal development, employability skills, IT skills and online training. The programme was delivered as part of a wider project under TWN's European Social Fund project and ended in March 2023.

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

c. Activities for achieving objectives (continued)

Building Independence Programme

The Building Independence Programme welcomed 25 new participants in its final year of delivery. Made possible through the Smallwood Trust, the programme was participant-driven, designed to cater specifically to the unique needs of the target group, young mothers aged 16 to 30 years old. The programme cultivated confidence and soft skills imperative for future employment prospects. The provision of childcare, free to participants, was crucial to ensuring participation, reducing the barrier for these young mothers to attend the programme. The programme included practical DIY and construction-based skills training, whilst also fostering a sense of community and mutual support within the group – an important element of ensuring young mothers who are often isolated, feel supported by others in similar situations to them. Personal development and one-to-one support tailored to each participant's individual needs ensured they maximised the opportunities of the programme and prepared them for taking meaningful steps forward in their own journeys as their children approached school age.

Promoting Opportunities Programme: #NotJustForBoys

Our flagship youth programme, POP, which challenges misconceptions and encourages, empowers and supports young girls to consider career opportunities in sectors where women are under-represented, had a very successful year. This year, we continued our work with local primary and post-primary schools, engaging with Trinity College Belfast, Mercy College, Girls' Model, Hazelwood Integrated College, Bangor Academy, Our Lady's Girls' Primary School, and Mercy Primary School. Our work with schools incorporated Homework clubs, group projects, site visits and industry talks. Notably, we developed two new projects including 'Trading Places' which is a 3-day course for 11-17yr olds, where the purpose is to create interest in the world of trades and construction, by 'learning through doing'. The 'Under the Bonnet' project is a two-day course for girls aged 15-19yrs which teaches basic car mechanic skills and driving theory practice tests. Both projects were offered and rolled out to a number of schools, as well being included in school holiday schemes. Our homework clubs met weekly from 3-4pm where girls learned skills in measuring, cutting, power tools and decorating. School enrichment programmes ran successful DIY courses with year 13 girls, focusing on basic woodworking, power tools and basic electrics. Students worked on building planters and a bench for their school grounds, using tools such as jigsaws and planers to create joints, not only developing practical skills, but also improving skills in teamwork and collaboration. Between December and February, two primary schools engaged in our 'Introduction to Construction' taster sessions programme enabling hands-on experience of various trade skills, allowing them to explore various aspects of construction. This project is aimed at igniting their curiosity and opening doors to a world of possibilities for working in the construction industry.

In collaboration with GEDA Construction, we worked on thought-provoking sessions on gender and careers in the construction industry, delivered to both P7 boys and girls. This was aimed at reshaping traditional mindsets and breaking gender stereotypes. Through interactive discussion and engaging activities, we talked about considering the diverse career paths within construction, fostering a more inclusive perspective. This initiative not only encouraged them to explore opportunities in sectors where women are typically under-represented, but also highlighted the importance of equality and diversity in the workforce, setting the stage for a more equitable future.

We welcomed a new programme coordinator in September 2022 to lead on the delivery of the programme, supported by the POP project officer. At the end of the 22-23 year, in March, the POP: #NotJustForBoys programme started delivery in the Newry, Mourne and Down region, working with our partners, Bolster Community and maintenance contractor, CTS Projects, to bring the programme to 22 girls between the ages of 11 and 16 years old.

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

c. Activities for achieving objectives (continued)

WOMEN'STEC Newry

This year, we achieved a significant milestone for the organisation. In November 2022, WOMEN'STEC opened a second workshop unit in the Newry City, located in Whitegates Business Park next door to our partner, Bolster Community. This was made possible through a contract with CTS Projects, where WOMEN'STEC and Bolster Community partnered together to deliver a social value initiative for CTS through a maintenance contract with the Housing Executive for the Newry, Mourne and Down region. Together, this collaboration aimed to address issues of rural isolation, lack of opportunities for women and girls and empower women and girls with confidence, skills and motivation to thrive in their homes and personal lives, be opened up to new opportunities in various careers and increase employability and skills. To deliver and coordinate on the programmes targeted at rural women, we employed a Newry Co-ordinator to engage, recruit, support and deliver the programme of work. Whilst this contract enabled us to open a second base and expand our programmes and services in the region, we also used this opportunity to adapt our delivery to enable us to deliver DIY courses in the rural towns and villages across Newry, Mourne and Down. This meant investment in new tools, equipment and benches that could be transported to local community centres, sports halls and schools. This enabled us to bring our basic DIY courses out into rural areas and engage women who are isolated and less likely, or in some cases, limited through lack of travel accessibility, to come into Newry City to our workshop. This was another significant stepping stone in expanding our programmes and services across Northern Ireland. The contract enabled us to pilot and test how this would work and prepare us for future plans across other areas of Northern Ireland. Overall, 266 women and girls engaged in DIY and Construction skills training, personal development and wellbeing programmes, school engagement taster activities and careers in construction educational programmes.

#NotJustForBoys Champions Initiative

On 31st March 2022, our #NotJustForBoys Champions Initiative was formally launched. 2022-2023 saw the first year of this new strategic initiative, aimed at working collaboratively with industry companies on our mission to support women to take greater advantage of opportunities in sectors where women are under-represented, including sectors such as construction, IT, mechanics, manufacturing. In its first year, 15 companies committed to supporting this mission, providing us with unrestricted income but more importantly, providing us with opportunities for our students in undertaking site visits, supporting projects, donating materials and giving time from female role models. This is significant progress in garnering the support from the industry who are committed to improving diversity and equality and increasing the representation of women within these sectors.

Other activities

With a successful year of growth and development, including new staff and programmes, there was a need to create a senior management team in line with increased activities, reporting and management. The senior management team, consisting of the Chief Executive, the Head of Operations and Development and the Head of Finance and Resources, meet monthly and line management responsibilities have changed. With a previously flat organisation structure, these new roles provide better organisation of responsibilities and a better staff management structure to provide better support for staff. This reflects our growth over the last year and establishes an improved structure for building on this growth to continue delivering our strategic priorities. We also introduced a new Communications and Partnerships Officer role to take responsibility for communications, marketing, social media, and our partnerships with #NotJustForBoys Champions. During this year, we also secured a new board member with finance experience.

We continue to house and manage the work of the Northern Ireland Women's Budget group, mentor grantee organisations on the CDHN Elevate Mentoring programme, be represented on the Greater North Belfast Women's Forum, advise on the Rank Foundation's RankNet Leaders Action Group, sit on the DfE Skills Strategy sub-committee on Equality, Diversity and Inclusion, sit on the Urban Villages Reference Group, and work alongside our partner organisations on the Women's Regional Consortium funded through the Regional Infrastructure Support Programme.

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

Achievements and performance

Between April 2022 to March 2023, 230 women engaged with our HER Space Connect 4 Women (WTEC's delivery), Urban Villages Programme, Sustaining Tenancies, PASS/pathways, Building Independence Programme and WTEC Newry (women returners) and 320 girls engaged with the #NotJustForBoys Programme.

During this year, 36 women gained employment, 30 women progressed to further training/volunteering and 38 women gained accreditation. For our women returner programmes, 100% felt their confidence had increased, 100% felt their wellbeing had improved, 90% gained new skills and knowledge, and 82% felt they moved positively towards meeting their goals. In the Newry, Mourne and Down region, 98% felt they were better off from taking part in our programmes. For the #NotJustForBoys programme, 48% of the summer scheme students are now *very interested* in a career in construction and 80% of the Girls into Construction day attendees are now interested in a career in construction.

During this year, we received a basic SROI evaluation through an initiative with Rural Community Network NI & Work West, using the Social Value Engine to identify a monetary value to represent the social impact created through our women returners' programme. This showed that for every £1 invested, £4.31 of social and economic value is returned. Whilst this is a great return, we recognise some limitations of the evaluation where more data is required for a more detailed and accurate assessment. Regardless, this gives us confidence that the work we are delivering is providing further impact in social and economic terms.

Online engagement continues to increase our profile and influence. Our overall social media follower growth increased by 18%. Our Facebook profile grew by 20%, Instagram by 18%, Twitter by 11% and most significantly, our LinkedIn engagement, utilised for targeting our corporate, industry, funders and other partnerships, increased by 101%.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Financial review

The Financial Statements deal with all the income and expenditure of the charitable company, as well as its financial position at the year end. The results for the year and the financial position were considered satisfactory by the trustees.

At 31 March 2023, total charity funds were £391,598 (2022: £367,883), of which £235,439 were unrestricted (2022: £207,156). Overall, reserves increased by £23,715, £28,283 of which were unrestricted (2022: £89,362 decrease).

All monies received supported key objectives of the charitable company, funding charitable activity costs, both direct and support.

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable 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 trustees' policy is to retain a level of free reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The charitable company has developed a plan to establish and maintain an agreed level of free reserves of £184k to cover 3 months' salary and core running costs, a redundancy pay reserve and a reserve for final audit fees, leasing charges and other contingencies as at 31 March 2023. Whilst actual unrestricted reserves at 31 March 2023 were £235,439 (2022: £207,156), £30,000 was designated for future capital spend and £3,373 was tied up in fixed assets, leaving free reserves of £202,066 (2022: £204,274).

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

c. Principal funding

The principal funding of the organisation derived from an anonymous Private Foundation, The National Lottery Community Fund, The Executive Office (Urban Villages), Department for Communities (RISP), European Social Fund, The Rank Foundation, Nationwide Building Society, Belfast City Council, Community Foundation for NI, Community Development Health Network, Construction Industry Training Board NI, Northern Ireland Housing Executive, BBC Children in Need, Women Thrive Fund/Smallwood Trust, LFT Charitable Trust, Esmee Fairbairn Foundation and Garfield Weston.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum and Articles of Association.

The charitable company is constituted under a Memorandum and Articles of Association and is a registered charity, number NIC100185.

The principal object of the charitable company is to provide advancement of education and the prevention and relief of poverty and unemployment amongst people and in particular women and young girls primarily in Northern Ireland and also elsewhere.

b. Public Benefit Statement

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008.

The direct benefits accruing from our purposes as noted by the Charities Commission in Northern Ireland include:

- Students gain qualifications and practical skills;
- Students experience heightened self-esteem and confidence enabling them to move forward into further training and education or employment;
- Students enhance their employability, increasing their opportunities to move into further training and education or employment; and
- Students are better equipped to move into paid employment, therefore increasing their economic security.

There have been no changes in the objectives since the last annual report.

c. Governance and methods of appointment or election of trustees

The management of the charitable company is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association.

Day to day management was delegated to the CEO, Lynn Carvill, whose salary is set by the Board.

Other employees are paid in accordance with the National Joint Council (NJC) for Local Government Services Payscales.

d. Risk management

The trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Funds held as custodian

No funds are held as custodians.

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

Plans for future periods

After a successful year of growth and development, guided by our strategic plan, key activities for growth and development during 2023-2024:

- Having successfully secured £872K from the UK Shared Prosperity Fund to deliver a partnership programme, 'Building Futures', with Bolster Community and Women in Business NI, this year will focus on establishing and delivering year one of the two-year programme
- Consolidate our presence in Newry through the Building Futures programme and the Promoting Opportunities Programme: #NotJustForBoys
- Having undertaken a strategic planning process between June 2023 and September 2023 and launching our new strategic plan, the key strategic priorities for WOMEN'STEC over the next 2023-2027 period:
 - Deliver high quality training programmes to enable women to develop confidence and skills and build successful careers, particularly in industries where they are under-represented.
 - To work with girls to increase awareness of career stereotypes and opportunities in industries where women and girls are under-represented, particularly construction.
 - Work with employers and industry bodies to promote a diverse and inclusive workforce and workplace.
 - Contribute to the development of government policy and practice in support of WOMEN'STEC mission.
 - Ensure the organisation has the appropriate data and analysis to operate effectively and continuously improve.
 - Ensure the organisation has the premises and other technical and physical resources to achieve its aims and objectives and these are effectively maintained and managed.
 - Ensure the organisation has the staff to achieve its aims and objectives and these staff are effectively supported, managed and have the opportunity to develop.
 - Ensure WOMEN'STEC has the financial resources it needs to achieve its aims and objectives and these resources are effectively planned, managed and reported on.
 - Ensure WOMEN'STEC effectively communicates with all its stakeholders.
 - Ensure the governance of WOMEN'STEC complies with the requirements of the law and best practice.
- Continue to grow the #NotJustForBoys Champions network to increase support from relevant industries
- Undertake research into women's experiences in entering, working and leaving the construction sector to better understand the barriers, retention issues and other areas in which we can work collaboratively with the sector to improve
- Increase our organisation's capacity to work on a cross border basis through a new project with the Centre for Cross Border Studies and Creative Spark (Dundalk)
- Celebrate the 25th anniversary of WOMEN'STEC
- Develop our offering to the construction sector to support companies with the delivery of social value initiatives within public contracts
- Increase our capacity to meet and deliver on the level of growing need and demand for our programmes and services

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable 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 charitable 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 2019 (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 charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Disclosure of information to auditor

Each of the persons who is a trustee at the time when this Trustees' Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

Auditor

The charitable company retendered for auditors. Grace Taggart of CG Taggart Accountancy Services, was appointed for a period of 3 years: years ended 31 March 2021, 2022 and 2023, with a potential extension of one year to 31 March 2024.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and was approved by order of the members of the board of trustees on 8 December 2023 and signed on their behalf by:



Sylvia Gordon

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Opinion

I have audited the financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In my opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. My responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of my report. I am independent of the charitable company in accordance with the ethical requirements that are relevant to my audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Trustees' Report and Financial Statements, other than the Financial Statements and my Auditor's Report thereon. The trustees are responsible for the other information contained within the Report of the Trustees and Financial Statements. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)**

Opinion on other matters prescribed by the Companies Act 2006

In my opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report, incorporating the directors' report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, I have not identified material misstatements in the Directors' report.

I have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires me to report to you if, in my opinion:

- adequate accounting records have not been kept, or returns adequate for my audit have not been received from branches not visited by me; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- I have not received all the information and explanations I require for my audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Auditors' responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the significant legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework;
- Assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur; and
- Ensuring competence and capabilities to identify or recognise non-compliance with laws and regulations are maintained.

Because of the inherent limitations of an audit, there is a risk that I will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as I will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my Auditor's report.

Use of my report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. My audit work has been undertaken so that I might state to the charitable company's members those matters I am required to state to them in an Auditor'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 charitable company and its members, as a body, for my audit work, for this report, or for the opinions I have formed.



C Grace Taggart FCA (Senior statutory auditor)

for and on behalf of

CG Taggart Accountancy Services, Statutory Auditor,
17 Cypress Crescent, Donaghadee, Co Down, BT21 0QG

CG Taggart Accountancy Services is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

8 December 2023

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	166,707	40,630	207,337	57,083
Charitable activities	4	33,207	430,686	463,893	394,051
Other trading activities	5	4,553	-	4,553	10,200
Total income		204,467	471,316	675,783	461,334
Expenditure on:					
Charitable activities	7	174,679	477,389	652,068	550,696
Total expenditure		174,679	477,389	652,068	550,696
Net income/(expenditure) for year		29,788	(6,073)	23,715	(89,362)
Transfers between funds	21	(1,505)	1,505	-	-
Net movement in funds		28,283	(4,568)	23,715	(89,362)
Reconciliation of funds:					
Total funds brought forward		207,156	160,727	367,883	457,245
Total funds carried forward		235,439	156,159	391,598	367,883

The above amounts relate to continuing operations of the charitable company.

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

There is no difference between the net income for the period stated above and its historical cost equivalents.

The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)
REGISTERED NUMBER: NI034272

**BALANCE SHEET
AS AT 31 MARCH 2023**

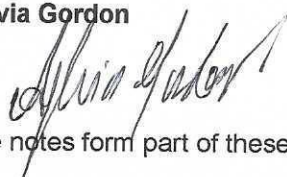
	Note	2023 £	2022 £
Fixed assets			
Tangible assets	16	25,105	25,866
Current assets			
Debtors	17	85,737	50,428
Cash at bank and in hand		341,641	351,089
		<u>427,378</u>	<u>401,517</u>
Creditors: amounts falling due within one year	18	(60,885)	(59,500)
Net current assets		<u>366,493</u>	<u>342,017</u>
Total assets less current liabilities		<u>391,598</u>	<u>367,883</u>
Total net assets		<u>391,598</u>	<u>367,883</u>
Charity funds			
Restricted funds	21	156,159	160,727
Unrestricted funds - general	21	205,439	207,156
Unrestricted funds - designated	21	30,000	-
Total funds		<u>391,598</u>	<u>367,883</u>

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

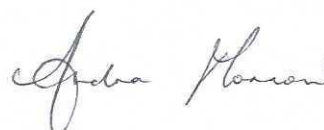
The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies' regime.

The financial statements were approved and authorised for issue by the trustees on 8 December 2023 and signed on their behalf by:

Sylvia Gordon



Andrea Morrow



The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
Net cash (out)/inflow from operating activities	23	(401)	(79,070)
Cash flows from investing activities			
Purchase of tangible fixed assets	16	(11,096)	(3,680)
Net cash used in investing activities		(11,096)	(3,680)
Cash flows from financing activities			
Repayments of borrowing	24	2,049	(4,665)
Net cash outflows from financing activities		2,049	(4,665)
Net (decrease)/increase in cash and cash equivalents in the year		(9,448)	(87,415)
Cash and cash equivalents at 1 April 2022		351,089	438,504
Cash and cash equivalents at 31 March 2023		341,641	351,089

The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

1. General information & legal status

The Womens TEC (Training, Enterprise & Childcare Centre), (WOMEN'STEC), is a private charitable company limited by guarantee. The charitable company was incorporated in Northern Ireland with the charitable company number NI034272. The registered office address and principal place of business is 29 Chichester Avenue, Belfast, BT15 SEH. The principal activity of the charitable company is to relieve poverty and advance education, specifically for females who are socially and economically disadvantaged in Northern Ireland.

In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. Summary of Significant Accounting policies

The significant accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are set out below. These policies have been consistently applied to all periods presented unless otherwise stated.

2.1 Basis of preparation of financial statements

The Womens TEC (Training, Enterprise & Childcare Centre) constitutes a public benefit entity as defined by FRS 102 and its operations and principal activities are disclosed in the Trustees' Report.

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), applicable charity law, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are presented in sterling, the functional currency of the charitable company.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

2.2 Preparation of the accounts on a going concern basis

The charitable company continues to adopt the going concern basis in preparing its financial statements as the trustees are of the view that the immediate future of the charitable company for the next 12 months is secure and on this basis the assessment of the trustees is that the charitable company is a going concern.

The trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future.

2.3 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the purposes of the charitable company. Designated funds are a sub-group of unrestricted funds relating to funds which trustees have earmarked for a particular future project or commitment.

Restricted funds are funds which the donor has specified are to be solely used for particular areas of the charitable company's work or for specific projects being undertaken by the charitable company or which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

2. Accounting policies(continued)

2.4 Income recognition policies

All income, including legacy income, is recognised once the charitable company has legal entitlement to the income, any performance conditions attached to the item of income have been met or are fully within the control of the charitable company, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income is deferred only when the charitable company has to fulfil conditions which are not fully within its control before being entitled to it or where the donor/funder has specified that the income is to be expended in a future period.

2.5 Expenditure recognition policies and irrecoverable VAT

Expenditure is recognised on an accruals basis once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Charitable activities:

include the direct costs of programmes and activities undertaken to further the purposes of the charitable company and their associated support costs, including governance costs.

Support costs are those costs incurred in support of direct expenditure on the objects of the charitable company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

The analysis of these costs is included at notes 7 - 9.

All expenditure is inclusive of irrecoverable VAT.

2.6 Employee benefits

When employees have rendered service to the charitable company, short-term employee benefits to which the employees are entitled such as paid annual leave, are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charitable company operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation

Tangible fixed assets 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, .

Depreciation is provided on the following basis:

Workshop & office equipment – 25% straight line

2.8 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. Any losses arising from impairment are recognised in expenditure.

2.9 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.

2.10 Impairment

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

2.11 Liabilities and provisions

Liabilities and provisions 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 and provisions are recognised at the amount that the charitable 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.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

2. Accounting policies(continued)

2.12 Financial instruments

The charitable 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.

2.13 Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There are no critical judgements in applying the company's accounting policies.

There are no critical accounting estimates and assumptions.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

3. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Gifts	8,347	1,630	9,977
Grants	158,360	39,000	197,360
Total 2023	166,707	40,630	207,337

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Gifts	70	-	70
Grants	57,013	-	57,013
<i>Total 2022</i>	<i>57,083</i>	<i>-</i>	<i>57,083</i>

Analysis of grants:

	2023 £	2022 £
Private charitable trust fund	150,000	50,000
HMRC Job Retention Scheme grants	-	7,013
LFT Charitable Trust	14,000	-
The Rank Foundation	3,360	-
Gilbert Ash	5,000	-
Garfield Weston Foundation	25,000	-
Total	197,360	57,013

Government grants amounted to £nil (2022 - £7,013)

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

4. Income from charitable activities

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
	£	£	£
Primary purpose trading	23,529	-	23,529
Contractual service level agreements	6,000	48,406	54,406
Grants	700	382,280	382,980
Income from property	2,978	-	2,978
Total 2023	33,207	430,686	463,893
	<i>Unrestricted funds 2022</i>	<i>Restricted funds 2022</i>	<i>Total funds 2022</i>
	£	£	£
Primary purpose trading	12,866	-	12,866
Contractual service level agreements	6,000	-	6,000
Grants	3,966	370,319	374,285
Income from property	900	-	900
Total 2022	23,732	370,319	394,051

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

4. Income from charitable activities (continued)

Analysis of grants	2023	2022
	£	£
Unrestricted:		
NI European Social Fund – Department for the Economy – TWN PASS	700	3,966
Total Unrestricted	<u>700</u>	<u>3,966</u>
Restricted:		
TNL Community Fund	118,364	97,862
NI European Social Fund – Department for the Economy – TWN PASS	8,071	29,150
TEO Urban Villages – Building Futures & Promoting Opportunities	32,387	25,115
LFT Charitable Trust	-	10,000
Department for Communities (RISP)	15,673	14,624
BBC CIN – Inspiring Futures	25,111	24,611
NIHE – Empowering Tenants	38,353	-
BCC – Revenue	9,500	9,000
NI Women’s Budget Group (NIWBG) – Open Society Foundation	-	40,000
NIWBG – Joseph Rowntree Charitable Trust	-	3,000
NIWBG – Esmee Fairbairn Foundation	37,000	-
The Tudor Trust	-	30,000
CITB	22,969	15,794
CFNI – Community Innovators	-	1,000
Open College Network – Learning	2,997	-
Leonard Cheshire - GradEmployNI	4,778	-
The Rank Foundation – Start Here	34,000	-
The Rank Foundation - Aspire	15,050	-
The Rank Foundation – Profit for Good	-	7,500
The Rank Foundation – Time to Shine	8,427	12,641
Community Development & Health Network	9,600	12,000
Women Thrive Fund/Smallwood Trust – Building Independence Programme	-	38,022
Total Restricted	<u>382,280</u>	<u>370,319</u>
Total	<u>382,980</u>	<u>374,285</u>

Government grants amounted to £248,159 (2022: £204,328).

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

5. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £
Room & equipment hire	4,553	4,553
	<hr/>	<hr/>
	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Room & equipment hire	10,200	10,200
	<hr/>	<hr/>

6. Non-exchange transactions

The charitable company has benefitted from the contribution of unpaid general volunteers. Their contribution is not accounted for due to the lack of a reliable basis of measurement.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

7. Expenditure on charitable activities

	Direct, including Programme & activity costs 2023 £	Support costs 2023 £	Total costs 2023 £
Unrestricted	10,921	163,758	174,679
Restricted			
TNL Community Fund	96,267	15,108	111,375
CTS Projects – Newry Community Engagement	41,100	4,339	45,439
NI European Social Fund – Department for the Economy – TWN PASS	8,071	175	8,246
TEO Urban Villages	4,148	1,861	6,009
TEO Urban Villages – Building Futures Promoting Opportunities	21,775	3,647	25,422
LFT Charitable Trust	10,669	-	10,669
Department for Communities (RISP)	11,413	4,260	15,673
NIHE – Empowering Tenants	6,938	1,368	8,306
NIHE – Social Housing Enterprise	5,061	-	5,061
BBC CIN – Inspiring Futures	28,969	2,248	31,217
Awards for All	-	1,349	1,349
BCC – Revenue	66	9,434	9,500
Nationwide Building Society	24,888	6,590	31,478
NI Women’s Budget Group (NIWBG) – Esmee Fairbairn Foundation	27,251	7,719	34,970
The Tudor Trust	142	511	653
CITB	19,923	3,692	23,615
CFNI – Student Wellbeing Programme	-	83	83
Open College Network - Learning	1,750	-	1,750
Leonard Cheshire - GradEmployNI	4,778	-	4,778
The Ireland Funds	201	61	262
The Rank Foundation – Start Here	26,497	795	27,292
The Rank Foundation - Aspire	7,808	2,272	10,080
The Rank Foundation – Profit for Good	2,677	645	3,322
The Rank Foundation Emergency Fund – safe working	-	143	143
The Rank Foundation – Time to Shine	15,552	43	15,595
Co-operation Ireland	-	950	950
Halifax Foundation	-	2,428	2,428
Women Thrive Fund/Smallwood Trust – Building Independence Programme	28,208	1,016	29,224
Garfield Weston Foundation	12,500	-	12,500
Total Restricted	406,652	70,737	477,389
Total 2023	417,573	234,495	652,068

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

7. Expenditure on charitable activities (continued)
Prior period

	Direct, including Programme & activity costs 2022 £	Support costs 2022 £	Total costs 2022 £
Unrestricted	84,503	96,989	181,492
Restricted			
TNL Community Fund	104,689	6,427	111,116
NI European Social Fund – Department for the Economy – TWN PASS	28,180	4,163	32,343
TEO Urban Villages	-	1,845	1,845
TEO Urban Villages – Building Futures Promoting Opportunities	20,911	3,627	24,538
LFT Charitable Trust	7,500	-	7,500
Department for Communities (RISP)	-	14,624	14,624
NIHE – Social Housing Enterprise	4,939	-	4,939
BBC CIN – Inspiring Futures	13,456	4,604	18,060
Awards for All	90	1,350	1,440
BCC – Revenue	300	9,000	9,300
Nationwide Building Society	12,268	1,676	13,944
NI Women’s Budget Group (NIWBG) – Open Society Foundation	24,050	980	25,030
The Tudor Trust	1,227	30,120	31,347
CITB	15,332	1,743	17,075
CFNI – Student Wellbeing Programme	-	83	83
CFNI – Community Innovators	10,000	-	10,000
The Ireland Funds	7,080	244	7,324
The Rank Foundation – Profit for Good	12,204	642	12,846
The Rank Foundation Emergency Fund – safe working	-	144	144
The Rank Foundation – Time to Shine	5,091	382	5,473
Community Development & Health Network	7,970	87	8,057
Co-operation Ireland	-	949	949
Halifax Foundation	-	2,429	2,429
Women Thrive Fund/Smallwood Trust – Building Independence Programme	7,800	998	8,798
Total Restricted	283,087	86,117	369,204
Total 2022	367,590	183,106	550,696

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

8. Support costs

	2023 £	2022 £
Staff costs	132,870	101,420
General	40	-
Rent	3,030	1,000
Light & heat	32,027	27,664
Repairs & maintenance	2,086	1,676
Insurance	2,308	2,060
Motor & travelling costs	8,098	685
Hospitality	3,479	3,168
Telephone & internet	5,539	5,750
Printing & stationery	1,823	1,236
IT support	2,815	3,565
Software	3,981	2,617
Photocopier leasing	1,224	1,210
Postage	3	72
Depreciation	11,857	10,931
Finance outsourcing	6,600	7,200
Legal and professional	594	219
Bank charges and interest	931	939
Cleaning	5,392	3,780
Staff training	4,283	1,635
Membership fees	1,296	765
Governance costs (note 9)	4,219	5,514
	<u>234,495</u>	<u>183,106</u>

9. Governance costs

	2023 £	2022 £
Auditor remuneration	2,210	1,720
HR Consultancy	275	224
Legal & professional fees	1,734	3,570
	<u>4,219</u>	<u>5,514</u>

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

10. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2023	2022
	£	£
Auditor's remuneration – audit	2,150	1,660
– tax	60	60
Depreciation – tangible fixed assets	11,857	10,931
Operating lease rentals	8,269	6,239
	<hr/>	<hr/>

11. Analysis of staff costs and trustees' remuneration and benefits

	2023	2022
	£	£
Wages and salaries	357,852	300,594
Social security costs	28,703	23,123
Employer's contribution to defined contribution pension schemes	21,212	17,832
Other employee benefits	3,360	-
Movement in liability for untaken annual leave entitlement	5,502	(1,495)
	<hr/>	<hr/>
	416,629	340,054
	<hr/>	<hr/>

The HMRC employer PAYE reference in respect of The Womens Tec's employees was in the name of Women'stec Non-Traditional Occupations Ltd, a dormant company. This was an unintentional mix-up on registration and HMRC has been informed. The Womens Tec paid the HMRC liabilities in respect of its employees each month.

The average head count during the reporting period was as follows:

	2023	2022
Direct and Support	19	17
	<hr/>	<hr/>

One employee received employee benefits (excluding employer pension costs) of between £60,000 and £70,000 in the year ended 31 March 2023 (2022: nil).

Key management personnel received £142,431 in the year ended 31 March 2023 (2022 - £61,352). The increase from the previous year reflects the formation of a new core management team following a management restructure.

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

During the year ended 31 March 2023, one trustee had travel expenses totaling £114 paid for by the charitable company (2022 – two trustees, £46). These expenses were incurred in carrying out their duties as trustees.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

12. Pension commitments

The charitable company operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension charge represents contributions payable by the charitable company to the fund and amounted to £21,212 (2022: £17,832).

13. Related party transactions

Womens'tec Non-Traditional Occupations Ltd (NI067460) is a dormant private company limited by guarantee with the same registered office address as and two common directors with The Womens Tec. Note 11 details an administrative anomaly between The Womens Tec and this other company.

There have been no other related party transactions in the reporting period that require disclosure.

14. Connected Charities and Joint Arrangements

The accounts of the charitable company include income and expenditure in relation to connected charities with which it collaborates.

As lead partner on the Connect 4 Women programme funded by The National Lottery Community Fund, WOMEN'STEC receives grant monies on behalf of Shankill Women's Centre and Glow. Of the total monies of £118,364 received and accounted for in the year ended 31 March 2023 (2022 - £97,862), £28,331 was due to Shankill Women's Centre (2022 - £29,773) and £16,406 to Glow (2022 - £17,566).

The Trustees' Report explains that resources were secured for the Northern Ireland Women's Budget Group (NIWBG) which WOMEN'STEC is incubating. In the year ended 31 March 2023, there was £37,000 of NIWBG income accounted for in WOMEN'STEC accounts (2022: £43,000).

15. Corporation tax

The charitable company is exempt from tax on income and gains to the extent that these are applied to its charitable objects.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

16. Tangible fixed assets

	Workshop and office equipment £
Cost or valuation	
At 1 April 2022	44,028
Additions	11,096
Disposals	-
At 31 March 2023	55,124
Depreciation	
At 1 April 2022	18,162
Charge for the year	11,857
Disposals	-
At 31 March 2023	30,019
Net book value	
At 31 March 2023	25,105
At 31 March 2022	25,866

17. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	32,530	9,930
Prepayments and accrued income	53,207	40,498
	85,737	50,428

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

18. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	32,904	44,512
Accruals and deferred income (note 19)	23,187	12,243
Taxation and social security	-	-
Other creditors	4,794	2,745
	60,885	59,500

19. Deferred income

	2023	2022
	£	£
Deferred income at 1 April 2022	-	25,211
Resources deferred during the year	-	-
Amounts released from previous periods	-	(25,211)
	-	-

20. Leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2023	2022
	£	£
Not later than one year	8,573	6,238
Later than one and not later than five years	4,938	10,571
	13,511	16,809

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

21. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expendi- ture £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
General Funds	207,156	204,467	(174,679)	(31,505)	205,439
Designated Funds	-	-	-	30,000	30,000
Total Unrestricted Funds	207,156	204,467	(174,679)	(1,505)	235,439
Restricted funds					
TNL Community Fund	7,090	118,364	(111,375)	-	14,079
CTS Projects – Newry Community Engagement	-	48,406	(45,439)	-	2,967
NI European Social Fund – Department for the Economy – TWN PASS	350	8,071	(8,246)	-	175
TEO Urban Villages	4,443	6,965	(6,009)	939	6,338
TEO Urban Villages – Building Futures & Promoting Opportunities	37	25,422	(25,422)	-	37
LFT Charitable Trust	2,500	14,000	(10,669)	-	5,831
Department for Communities (RISP)	-	15,673	(15,673)	-	-
NIHE – Empowering Tenants	-	38,353	(8,306)	-	30,047
NIHE – Social Housing Enterprise	5,061	-	(5,061)	-	-
BBC CIN – Inspiring Futures	6,551	25,111	(31,217)	-	445
Awards for All	2,699	-	(1,349)	-	1,350
BCC – Revenue	-	9,500	(9,500)	-	-
Nationwide Building Society	33,280	-	(31,478)	(1,631)	171
NI Women's Budget Group (NIWBG) – Open Society Foundation	32,842	-	-	-	32,842
NIWBG – Standard Life Foundation	3,278	-	-	-	3,278
NIWBG – Joseph Rowntree Reform Trust	1,984	-	-	-	1,984
NIWBG – Esmee Fairbairn Foundation	-	37,000	(34,970)	-	2,030
The Tudor Trust	653	-	(653)	-	-
CITB	803	22,969	(23,615)	207	364
CFNI – Student Wellbeing Programme	165	-	(83)	-	82
Open College Network - Learning	-	2,997	(1,750)	-	1,247
Leonard Cheshire -- GradEmployNI	-	4,778	(4,778)	-	-

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

21. Statement of funds (continued)

Statement of funds - current year

	Balance at 1 April 2022	Income	Expendi- ture	Transfers in/out	Balance at 31 March 2023
	£	£	£	£	£
Restricted funds (continued)					
The Ireland Funds	4,083	-	(262)	-	3,821
The Rank Foundation – Start Here	-	34,000	(27,292)	-	6,708
The Rank Foundation - Aspire	-	15,050	(10,080)	-	4,970
The Rank Foundation – Profit for Good	2,677	-	(3,322)	1,990	1,345
The Rank Foundation Emergency Fund – safe working	310	-	(143)	-	167
The Rank Foundation – Time to Shine	7,168	8,427	(15,595)	-	-
Community Development & Health Network	-	9,600	-	-	9,600
Co-operation Ireland	2,690	-	(950)	-	1,740
Halifax Foundation	5,482	-	(2,428)	-	3,054
Department of Foreign Affairs and Trade	7,357	-	-	-	7,357
Women Thrive Fund/Smallwood Trust – Building Independence Programme	29,224	-	(29,224)	-	-
Garfield Weston Foundation	-	25,000	(12,500)	-	12,500
Fabrico container donation	-	1,630	-	-	1,630
Total Restricted Funds	160,727	471,316	(477,389)	1,505	156,159
Total Funds	367,883	675,783	(652,068)	-	391,598

Unrestricted funds of £30,000 have been designated for future capital spend.

Each of the restricted funds above relates to activities which are key to meeting the objectives of the charitable company. The Trustees' Report gives details of these activities, achievements attained and the performance highlights during the year.

Transfers from restricted to unrestricted funds are in line with conditions laid down by funders.

The transfer of £1,631 from the restricted Nationwide Building Society fund to unrestricted funds relates to costs, originally classified as unrestricted, now correctly allocated to the restricted fund.

The three transfers into restricted funds address funding shortfalls met from unrestricted funds.

Of the total restricted funds of £156,159, £21,732 relates to the net book value of fixed assets.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

21. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expendi- ture £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	175,583	91,015	(76,492)	17,050	207,156
Designated Funds	105,000	-	(105,000)	-	-
Total Unrestricted Funds	280,583	91,015	(181,492)	17,050	207,156

Restricted funds

TNL Community Fund	20,344	97,862	(111,116)	-	7,090
NI European Social Fund – Department for the Economy – TWN PASS	6,650	29,150	(32,343)	(3,107)	350
TEO Urban Villages	5,748	540	(1,845)	-	4,443
TEO Urban Villages – Building Futures & Promoting Opportunities	-	24,575	(24,538)	-	37
LFT Charitable Trust	-	10,000	(7,500)	-	2,500
Department for Communities (RISP)	-	14,624	(14,624)	-	-
NIHE – Social Housing Enterprise	10,000	-	(4,939)	-	5,061
BBC CIN – Inspiring Futures	-	24,611	(18,060)	-	6,551
Awards for All	4,139	-	(1,440)	-	2,699
BCC – Revenue	300	9,000	(9,300)	-	-
Nationwide Building Society	47,224	-	(13,944)	-	33,280
NI Women’s Budget Group (NIWBG) – Open Society Foundation	26,872	40,000	(25,030)	(9,000)	32,842
NIWBG – Standard Life Foundation	3,278	-	-	-	3,278
NIWBG – Joseph Rowntree Reform Trust	1,984	-	-	-	1,984
NIWBG – Joseph Rowntree Charitable Trust	-	3,000	-	(3,000)	-
The Tudor Trust	-	30,000	(31,347)	2,000	653
CITB	2,084	15,794	(17,075)	-	803
CFNI – Student Wellbeing Programme	248	-	(83)	-	165
CFNI – Community Innovators	9,000	1,000	(10,000)	-	-

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

21. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expendi- ture £	Transfers in/out £	Balance at 31 March 2022 £
Restricted funds (continued)					
The Ireland Funds	11,407	-	(7,324)	-	4,083
The Rank Foundation – Profit for Good	8,023	7,500	(12,846)	-	2,677
The Rank Foundation Emergency Fund – safe working	454	-	(144)	-	310
The Rank Foundation – Time to Shine	-	12,641	(5,473)	-	7,168
Community Development & Health Network	-	12,000	(8,057)	(3,943)	-
Co-operation Ireland	3,639	-	(949)	-	2,690
Halifax Foundation	7,911	-	(2,429)	-	5,482
Department of Foreign Affairs and Trade	7,357	-	-	-	7,357
Women Thrive Fund/Smallwood Trust – Building Independence Programme	-	38,022	(8,798)	-	29,224
Total Restricted Funds	176,662	370,319	(369,204)	(17,050)	160,727
Total Funds	457,245	461,334	(550,696)	-	367,883

Each of the restricted funds above relates to activities which are key to meeting the objectives of the charitable company. The Trustees' Report gives details of these activities, achievements attained and the performance highlights during the year.

Transfers from restricted to unrestricted funds are in line with conditions laid down by funders.

A management fee of £9,000 for the period from October 2020 to March 2022 was transferred from NI Women's Budget Group to Unrestricted funds.

A management fee of £3,107 was transferred from TWN PASS.

£3,000 and £3,943 costs, originally classified as unrestricted, were allocated to NIWBG – Joseph Rowntree Charitable Trust and Community Development & Health Network respectively, in line with funders' conditions.

£2,000 unrestricted funds were transferred to The Tudor Trust to meet a funding shortfall.

Of the total restricted funds of £160,727, £22,984 relates to the net book value of fixed assets.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	3,373	21,732	25,105
Current assets	264,342	163,036	427,378
Creditors due within one year	(32,276)	(28,609)	(60,885)
Total	235,439	156,159	391,598

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	2,882	22,984	25,866
Current assets	237,314	164,203	401,517
Creditors due within one year	(33,040)	(26,460)	(59,500)
Total	207,156	160,727	367,883

23. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income/(expenditure) for the year	23,715	(89,362)
Add back depreciation charge	11,857	10,931
(Increase)/Decrease in debtors	(35,309)	10,422
Increase/(decrease) in creditors	(664)	(11,061)
Net cash flow from operating activities	(401)	(79,070)

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

24. Net debt reconciliation

	2023	2022
	£	£
Loan at 1 April 2022	2,745	7,410
Cashflows	2,049	(4,665)
Loan at 31 March 2023	4,794	2,745

25. Contingent Liabilities

A contingent liability exists to repay any grants received should certain conditions not be fulfilled by the charitable company.

26. Capital Commitments

There were no capital commitments at the balance sheet date.

27. Controlling Party

The Board of Trustees is the ultimate controlling party.

28. FRC Ethical Standard - Provisions Available for Audits for Small Entities

In common with many other businesses of our size and nature we use our auditor to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland - Charity number 100185

Annual report

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Trustees (directors for the purposes of company law) Sylvia Gordon, Chairperson
Andrea Morrow, Treasurer (from 31 May 2023)
Norah Baillie, Treasurer (resigned 31 May 2023)
Michael Potter
Nuala Griffiths
Nicola McCrudden (resigned 4 January 2023)
Maria Bradley
Siobhan Brown
Nicola McCleery (appointed 16 January 2023)

Company registered number NI034272 (Northern Ireland)

CCNI Charity registered number NIC100185

HMRC registered charity number NI01295

Principal operating and registered office 29 Chichester Avenue
Belfast
BT15 5EH

Company secretary Lisa McCann

Chief Executive Lynn Carvill

Independent auditor CG Taggart Accountancy Services
17 Cypress Crescent
Donaghadee
Co Down
BT21 0QG

Bankers First Trust Bank
35 University Road
Belfast
BT7 1ND

Solicitors Edwards & Co
28 Hill Street
Belfast
BT1 2LA

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report together with the audited financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) Ltd (WOMEN'STEC) for the year 1 April 2022 to 31 March 2023. The Annual report serves the purposes of both a Trustees' report and a Directors' report under charitable 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 charitable 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

Vision: "WOMEN'STEC will be the leading authority in NI for connecting females with industries in skilled areas where they are under-represented."

Mission: We support women to take greater advantage of opportunities in sectors and careers where women are typically under represented.

WOMEN'STEC is registered with the Charity Commission for Northern Ireland with the following aims:

- To prevent and/or relieve poverty and advance education and training in Northern Ireland; and
- To provide facilities in the interest of advancing women's involvement in sectors of training and employment that have low levels of female participation, specifically women who are socially and economically disadvantaged.

The purpose of WOMEN'STEC is the advancement of education and the prevention and relief of poverty and unemployment, in particular of women and girls aged 12 or over living in Northern Ireland.

The direct benefits accruing from our purposes as noted with the Charities Commission for Northern Ireland include:

- Students gain qualifications and practical skills;
- Students experience heightened self-esteem and confidence enabling them to move forward into further training and education or employment;
- Students enhance their employability, increasing their opportunities to move into further training and education or employment; and
- Students are better equipped to move into paid employment, thereby increasing their economic security.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

Objectives and activities (continued)

b. Strategies for achieving objectives

The strategic priorities were revised for the period 2021-2024. The strategic objectives which direct our annual operational priorities include:

1. Continued development of organisational resilience and sustainability;
2. Raise WOMEN'STEC profile and influence;
3. Increase social and cultural impact of WOMEN'STEC programmes;
4. Increase reach of WOMEN'STEC programmes; and
5. Assure corporate governance mechanisms.

c. Activities for achieving objectives

Since 1998, WOMEN'STEC has supported countless women and girls to develop their confidence, self-esteem, skills and improve their opportunities for reaching their full potential. WOMEN'STEC has grown from a small, community-based organisation to, what is now considered by SORP, a large charity. This last year represents a significant milestone in our journey to becoming a large charity delivering significant impact to the communities we serve. During 2022-2023, we delivered our programmes and services through eight core projects supporting three core target groups – young mothers, women returners and girls of school age.

Connect 4 Women

Year three of the Connect 4 Women project began in April 2022. This partnership project between WOMEN'STEC, Glow NI and Shankill Women's Centre brings together the unique strengths of three women's organisations to provide a programme aimed at improving the life opportunities of women across north and west Belfast. Participants are offered skills training (accredited and non-accredited in trades and IT), adult learning (essential skills, GCSE Maths and English) and personal development. The programme provides a personalised pathway of training and development in a way that is suited to their needs and personal situations, supporting them further with wraparound services such as childcare, health and wellbeing, advice and support to access. This year, WOMEN'STEC, as the delivery agent for skills training under this programme, delivered OCN courses in Skills in Horticulture, IT for Work, DIY Skills, Developing Woodworking Joint Skills, Car Maintenance and Word Processing. Additional to courses delivered, we held a Community Services Information and Women's Wellbeing Day that aimed to increase awareness of the support services available in the wider community, and to take part in wellbeing sessions around relaxation, breast health and other health checks. Participants of Connect 4 Women also contributed to a wider piece of research which explored the impacts of the Cost-of-Living Crisis on local women, with an element of learning how to manage their personal finance. Furthermore, some participants attended The Bad Bridget's exhibition on a trip to the Ulster American Folk Park, that brought to life the stories of thousands of women who left Ireland for America in the late 1800's/early 1900s. A group of participants also engaged with an external evaluator who undertook an interim evaluation of the Connect 4 Women programme.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

c. Activities for achieving objectives (continued)

Her Space

The Her Space programme came to a close in December 2023. Over the period of the programme, women were equipped with valuable trade skills for independent living. The purpose of the project was to fit out an empty shipping container and repurpose it to a one-bedroom, self-contained emergency accommodation unit. At its beginning, this was significantly impacted by Covid and therefore how the programme was delivered was changed to accommodate social distancing. Since delivery has returned to normal, the participants were able to enter the shipping container, however due to the time constraints, rather than starting from scratch, participants used their skills to refurbish the container which came with the basic accommodation elements. There have been a number of technical difficulties around logistics, connections to utility services and other challenges that mean that discussion is ongoing about the final destination of the container, however the Her Space programme was very successful in supporting 36 participants to gain practical skills in various trades and life skills in areas such as health and wellbeing, managing finances and nurturing healthy relationships. Furthermore, participants enjoyed industry site visits to Templemore Baths and Finnebrogue Woods where they experienced first hand what it is like to work on building sites and to learn of the various career roles and opportunities in the construction sector.

Urban Villages

Our Urban Villages programme re-commenced in April 2022 with new participants. This programme, funded through The Executive Office's TBUC programme under Urban Villages funding, is designed to bring together women from Ardoyne and Ballysillan to explore different cultures, learn new skills and experience activities that are not normally accessible to the participants. This year, participants completed courses in Carpentry, Electrics, Gardening, Personal Development, Car Maintenance, Plumbing, DIY and Wood Carving, as well as trips to the Somme Museum, Belfast City Cemetery, the Ulster Folk and Transport Museum and attended our Community Services Information Day. This project ultimately uses construction based skills learning to bring together women from different communities to build relations and develop understanding and tolerance.

Sustaining Tenancies

This year, a new 2-year programme was introduced, funded through the Housing Executive. The Sustaining Tenancies programme is aimed at supporting women living in Housing Executive homes to thrive in their home environment and increase their opportunities for life and work that will all contribute to increasing their likelihood of sustaining their tenancies and reaching their full potential. The programme encompasses a diverse range of sessions that equip participants with valuable DIY skills, personal development and essential life skills. From mastering power tools to the art of hanging shelving, and from plumbing insights to understanding domestic electrics, the programme empowers participants to take control of their living spaces, feel proud of their home and feel a sense of empowerment and achievement. Additionally, we facilitate open dialogues between participants and the Housing Executive where they can discuss issues around home repairs, support from the Housing Executive and connect with Patch Managers. This year, 18 participants engaged on the programme and new participants will be recruited in 2023-2024.

PASS/Pathways

The PASS project was a short-term, additional project delivered for TWN. It was a dedicated initiative aimed at providing invaluable support to women aged 16 to 24 yrs, while the Pathways programme was tailored for those over 24. The programme, delivered over 12 weeks, supported 10 new participants to encompass a diverse array of training that supported their development and progression to further training, volunteering or employment. From mastering DIY skills to honing creativity, participants also engaged in personal development, employability skills, IT skills and online training. The programme was delivered as part of a wider project under TWN's European Social Fund project and ended in March 2023.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

c. Activities for achieving objectives (continued)

Building Independence Programme

The Building Independence Programme welcomed 25 new participants in its final year of delivery. Made possible through the Smallwood Trust, the programme was participant-driven, designed to cater specifically to the unique needs of the target group, young mothers aged 16 to 30 years old. The programme cultivated confidence and soft skills imperative for future employment prospects. The provision of childcare, free to participants, was crucial to ensuring participation, reducing the barrier for these young mothers to attend the programme. The programme included practical DIY and construction-based skills training, whilst also fostering a sense of community and mutual support within the group – an important element of ensuring young mothers who are often isolated, feel supported by others in similar situations to them. Personal development and one-to-one support tailored to each participant's individual needs ensured they maximised the opportunities of the programme and prepared them for taking meaningful steps forward in their own journeys as their children approached school age.

Promoting Opportunities Programme: #NotJustForBoys

Our flagship youth programme, POP, which challenges misconceptions and encourages, empowers and supports young girls to consider career opportunities in sectors where women are under-represented, had a very successful year. This year, we continued our work with local primary and post-primary schools, engaging with Trinity College Belfast, Mercy College, Girls' Model, Hazelwood Integrated College, Bangor Academy, Our Lady's Girls' Primary School, and Mercy Primary School. Our work with schools incorporated Homework clubs, group projects, site visits and industry talks. Notably, we developed two new projects including 'Trading Places' which is a 3-day course for 11-17yr olds, where the purpose is to create interest in the world of trades and construction, by 'learning through doing'. The 'Under the Bonnet' project is a two-day course for girls aged 15-19yrs which teaches basic car mechanic skills and driving theory practice tests. Both projects were offered and rolled out to a number of schools, as well being included in school holiday schemes. Our homework clubs met weekly from 3-4pm where girls learned skills in measuring, cutting, power tools and decorating. School enrichment programmes ran successful DIY courses with year 13 girls, focusing on basic woodworking, power tools and basic electrics. Students worked on building planters and a bench for their school grounds, using tools such as jigsaws and planers to create joints, not only developing practical skills, but also improving skills in teamwork and collaboration. Between December and February, two primary schools engaged in our 'Introduction to Construction' taster sessions programme enabling hands-on experience of various trade skills, allowing them to explore various aspects of construction. This project is aimed at igniting their curiosity and opening doors to a world of possibilities for working in the construction industry.

In collaboration with GEDA Construction, we worked on thought-provoking sessions on gender and careers in the construction industry, delivered to both P7 boys and girls. This was aimed at reshaping traditional mindsets and breaking gender stereotypes. Through interactive discussion and engaging activities, we talked about considering the diverse career paths within construction, fostering a more inclusive perspective. This initiative not only encouraged them to explore opportunities in sectors where women are typically under-represented, but also highlighted the importance of equality and diversity in the workforce, setting the stage for a more equitable future.

We welcomed a new programme coordinator in September 2022 to lead on the delivery of the programme, supported by the POP project officer. At the end of the 22-23 year, in March, the POP: #NotJustForBoys programme started delivery in the Newry, Mourne and Down region, working with our partners, Bolster Community and maintenance contractor, CTS Projects, to bring the programme to 22 girls between the ages of 11 and 16 years old.

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

c. Activities for achieving objectives (continued)

WOMEN'STEC Newry

This year, we achieved a significant milestone for the organisation. In November 2022, WOMEN'STEC opened a second workshop unit in the Newry City, located in Whitegates Business Park next door to our partner, Bolster Community. This was made possible through a contract with CTS Projects, where WOMEN'STEC and Bolster Community partnered together to deliver a social value initiative for CTS through a maintenance contract with the Housing Executive for the Newry, Mourne and Down region. Together, this collaboration aimed to address issues of rural isolation, lack of opportunities for women and girls and empower women and girls with confidence, skills and motivation to thrive in their homes and personal lives, be opened up to new opportunities in various careers and increase employability and skills. To deliver and coordinate on the programmes targeted at rural women, we employed a Newry Co-ordinator to engage, recruit, support and deliver the programme of work. Whilst this contract enabled us to open a second base and expand our programmes and services in the region, we also used this opportunity to adapt our delivery to enable us to deliver DIY courses in the rural towns and villages across Newry, Mourne and Down. This meant investment in new tools, equipment and benches that could be transported to local community centres, sports halls and schools. This enabled us to bring our basic DIY courses out into rural areas and engage women who are isolated and less likely, or in some cases, limited through lack of travel accessibility, to come into Newry City to our workshop. This was another significant stepping stone in expanding our programmes and services across Northern Ireland. The contract enabled us to pilot and test how this would work and prepare us for future plans across other areas of Northern Ireland. Overall, 266 women and girls engaged in DIY and Construction skills training, personal development and wellbeing programmes, school engagement taster activities and careers in construction educational programmes.

#NotJustForBoys Champions Initiative

On 31st March 2022, our #NotJustForBoys Champions Initiative was formally launched. 2022-2023 saw the first year of this new strategic initiative, aimed at working collaboratively with industry companies on our mission to support women to take greater advantage of opportunities in sectors where women are under-represented, including sectors such as construction, IT, mechanics, manufacturing. In its first year, 15 companies committed to supporting this mission, providing us with unrestricted income but more importantly, providing us with opportunities for our students in undertaking site visits, supporting projects, donating materials and giving time from female role models. This is significant progress in garnering the support from the industry who are committed to improving diversity and equality and increasing the representation of women within these sectors.

Other activities

With a successful year of growth and development, including new staff and programmes, there was a need to create a senior management team in line with increased activities, reporting and management. The senior management team, consisting of the Chief Executive, the Head of Operations and Development and the Head of Finance and Resources, meet monthly and line management responsibilities have changed. With a previously flat organisation structure, these new roles provide better organisation of responsibilities and a better staff management structure to provide better support for staff. This reflects our growth over the last year and establishes an improved structure for building on this growth to continue delivering our strategic priorities. We also introduced a new Communications and Partnerships Officer role to take responsibility for communications, marketing, social media, and our partnerships with #NotJustForBoys Champions. During this year, we also secured a new board member with finance experience.

We continue to house and manage the work of the Northern Ireland Women's Budget group, mentor grantee organisations on the CDHN Elevate Mentoring programme, be represented on the Greater North Belfast Women's Forum, advise on the Rank Foundation's RankNet Leaders Action Group, sit on the DfE Skills Strategy sub-committee on Equality, Diversity and Inclusion, sit on the Urban Villages Reference Group, and work alongside our partner organisations on the Women's Regional Consortium funded through the Regional Infrastructure Support Programme.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance

Between April 2022 to March 2023, 230 women engaged with our HER Space Connect 4 Women (WTEC's delivery), Urban Villages Programme, Sustaining Tenancies, PASS/pathways, Building Independence Programme and WTEC Newry (women returners) and 320 girls engaged with the #NotJustForBoys Programme.

During this year, 36 women gained employment, 30 women progressed to further training/volunteering and 38 women gained accreditation. For our women returner programmes, 100% felt their confidence had increased, 100% felt their wellbeing had improved, 90% gained new skills and knowledge, and 82% felt they moved positively towards meeting their goals. In the Newry, Mourne and Down region, 98% felt they were better off from taking part in our programmes. For the #NotJustForBoys programme, 48% of the summer scheme students are now *very interested* in a career in construction and 80% of the Girls into Construction day attendees are now interested in a career in construction.

During this year, we received a basic SROI evaluation through an initiative with Rural Community Network NI & Work West, using the Social Value Engine to identify a monetary value to represent the social impact created through our women returners' programme. This showed that for every £1 invested, £4.31 of social and economic value is returned. Whilst this is a great return, we recognise some limitations of the evaluation where more data is required for a more detailed and accurate assessment. Regardless, this gives us confidence that the work we are delivering is providing further impact in social and economic terms.

Online engagement continues to increase our profile and influence. Our overall social media follower growth increased by 18%. Our Facebook profile grew by 20%, Instagram by 18%, Twitter by 11% and most significantly, our LinkedIn engagement, utilised for targeting our corporate, industry, funders and other partnerships, increased by 101%.

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

Financial review

The Financial Statements deal with all the income and expenditure of the charitable company, as well as its financial position at the year end. The results for the year and the financial position were considered satisfactory by the trustees.

At 31 March 2023, total charity funds were £391,598 (2022: £367,883), of which £235,439 were unrestricted (2022: £207,156). Overall, reserves increased by £23,715, £28,283 of which were unrestricted (2022: £89,362 decrease).

All monies received supported key objectives of the charitable company, funding charitable activity costs, both direct and support.

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable 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 trustees' policy is to retain a level of free reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The charitable company has developed a plan to establish and maintain an agreed level of free reserves of £184k to cover 3 months' salary and core running costs, a redundancy pay reserve and a reserve for final audit fees, leasing charges and other contingencies as at 31 March 2023.

Whilst actual unrestricted reserves at 31 March 2023 were £235,439 (2022: £207,156), £30,000 was designated for future capital spend and £3,373 was tied up in fixed assets, leaving free reserves of £202,066 (2022: £204,274).

The charitable company will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

c. Principal funding

The principal funding of the organisation derived from an anonymous Private Foundation, The National Lottery Community Fund, The Executive Office (Urban Villages), Department for Communities (RISP), European Social Fund, The Rank Foundation, Nationwide Building Society, Belfast City Council, Community Foundation for NI, Community Development Health Network, Construction Industry Training Board NI, Northern Ireland Housing Executive, BBC Children in Need, Women Thrive Fund/Smallwood Trust, LFT Charitable Trust, Esmee Fairbairn Foundation and Garfield Weston.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)
(A company limited by guarantee)

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

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum and Articles of Association.

The charitable company is constituted under a Memorandum and Articles of Association and is a registered charity, number NIC100185.

The principal object of the charitable company is to provide advancement of education and the prevention and relief of poverty and unemployment amongst people and in particular women and young girls primarily in Northern Ireland and also elsewhere.

b. Public Benefit Statement

The trustees have complied with the duty to have due regard to the Charity Commission for Northern Ireland's statutory guidance on the public benefit requirement issued under the Charities Act (NI) 2008.

The direct benefits accruing from our purposes as noted by the Charities Commission in Northern Ireland include:

- Students gain qualifications and practical skills;
- Students experience heightened self-esteem and confidence enabling them to move forward into further training and education or employment;
- Students enhance their employability, increasing their opportunities to move into further training and education or employment; and
- Students are better equipped to move into paid employment, therefore increasing their economic security.

There have been no changes in the objectives since the last annual report.

c. Governance and methods of appointment or election of trustees

The management of the charitable company is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association.

Day to day management was delegated to the CEO, Lynn Carvill, whose salary is set by the Board.

Other employees are paid in accordance with the National Joint Council (NJC) for Local Government Services Payscales.

d. Risk management

The trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Funds held as custodian

No funds are held as custodians.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Plans for future periods

After a successful year of growth and development, guided by our strategic plan, key activities for growth and development during 2023-2024:

- Having successfully secured £872K from the UK Shared Prosperity Fund to deliver a partnership programme, 'Building Futures', with Bolster Community and Women in Business NI, this year will focus on establishing and delivering year one of the two-year programme
- Consolidate our presence in Newry through the Building Futures programme and the Promoting Opportunities Programme: #NotJustForBoys
- Having undertaken a strategic planning process between June 2023 and September 2023 and launching our new strategic plan, the key strategic priorities for WOMEN'STEC over the next 2023-2027 period:
 - Deliver high quality training programmes to enable women to develop confidence and skills and build successful careers, particularly in industries where they are under-represented.
 - To work with girls to increase awareness of career stereotypes and opportunities in industries where women and girls are under-represented, particularly construction.
 - Work with employers and industry bodies to promote a diverse and inclusive workforce and workplace.
 - Contribute to the development of government policy and practice in support of WOMEN'STEC mission.
 - Ensure the organisation has the appropriate data and analysis to operate effectively and continuously improve.
 - Ensure the organisation has the premises and other technical and physical resources to achieve its aims and objectives and these are effectively maintained and managed.
 - Ensure the organisation has the staff to achieve its aims and objectives and these staff are effectively supported, managed and have the opportunity to develop.
 - Ensure WOMEN'STEC has the financial resources it needs to achieve its aims and objectives and these resources are effectively planned, managed and reported on.
 - Ensure WOMEN'STEC effectively communicates with all its stakeholders.
 - Ensure the governance of WOMEN'STEC complies with the requirements of the law and best practice.
- Continue to grow the #NotJustForBoys Champions network to increase support from relevant industries
- Undertake research into women's experiences in entering, working and leaving the construction sector to better understand the barriers, retention issues and other areas in which we can work collaboratively with the sector to improve
- Increase our organisation's capacity to work on a cross border basis through a new project with the Centre for Cross Border Studies and Creative Spark (Dundalk)
- Celebrate the 25th anniversary of WOMEN'STEC
- Develop our offering to the construction sector to support companies with the delivery of social value initiatives within public contracts
- Increase our capacity to meet and deliver on the level of growing need and demand for our programmes and services

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable 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 charitable 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 2019 (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 charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Disclosure of information to auditor

Each of the persons who is a trustee at the time when this Trustees' Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

Auditor

The charitable company retendered for auditors. Grace Taggart of CG Taggart Accountancy Services, was appointed for a period of 3 years: years ended 31 March 2021, 2022 and 2023, with a potential extension of one year to 31 March 2024.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and was approved by order of the members of the board of trustees on 8 December 2023 and signed on their behalf by:



Sylvia Gordon

The WOMENSTEC (Training, Enterprise & Childcare Centre)

Northern Ireland - Charity number 100185

Annual return

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

Opinion

I have audited the financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In my opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. My responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of my report. I am independent of the charitable company in accordance with the ethical requirements that are relevant to my audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Trustees' Report and Financial Statements, other than the Financial Statements and my Auditor's Report thereon. The trustees are responsible for the other information contained within the Report of the Trustees and Financial Statements. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)**

Opinion on other matters prescribed by the Companies Act 2006

In my opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report, incorporating the directors' report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, I have not identified material misstatements in the Directors' report.

I have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires me to report to you if, in my opinion:

- adequate accounting records have not been kept, or returns adequate for my audit have not been received from branches not visited by me; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- I have not received all the information and explanations I require for my audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE
WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)**

Auditors' responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the significant legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework;
- Assessing the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur; and
- Ensuring competence and capabilities to identify or recognise non-compliance with laws and regulations are maintained.

Because of the inherent limitations of an audit, there is a risk that I will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as I will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my Auditor's report.

Use of my report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. My audit work has been undertaken so that I might state to the charitable company's members those matters I am required to state to them in an Auditor'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 charitable company and its members, as a body, for my audit work, for this report, or for the opinions I have formed.



C Grace Taggart FCA (Senior statutory auditor)

for and on behalf of

CG Taggart Accountancy Services, Statutory Auditor,
17 Cypress Crescent, Donaghadee, Co Down, BT21 0QG

CG Taggart Accountancy Services is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

8 December 2023