

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

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FOR THE YEAR ENDED 31 MARCH 2023**

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**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)
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**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.

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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.

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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)
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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%.

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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, Esme Fairbairn Foundation and Garfield Weston.

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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

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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**

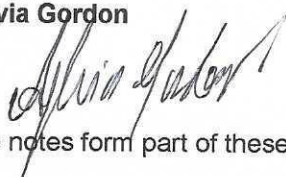
	Note	2023 £	2022 £
Fixed assets			
Tangible assets	16	25,105	25,866
Current assets			
Debtors	17	85,737	50,428
Cash at bank and in hand		341,641	351,089
		427,378	401,517
Creditors: amounts falling due within one year	18	(60,885)	(59,500)
Net current assets		366,493	342,017
Total assets less current liabilities		391,598	367,883
Total net assets		391,598	367,883
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		391,598	367,883

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.

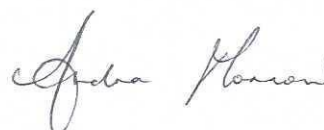
The financial statements were approved and authorised for issue by the trustees on 8 December 2023 and signed on their behalf by:

Sylvia Gordon



The notes form part of these financial statements.

Andrea Morrow



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

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Gifts	70	-	70
Grants	57,013	-	57,013
Total 2022	57,083	-	57,083

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	700	3,966
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	382,280	370,319
Total	382,980	374,285

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

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

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	8,796
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
	234,495	183,106

9. Governance costs

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

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

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)
	416,629	340,054

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

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.

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**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	<u>55,124</u>
Depreciation	
At 1 April 2022	18,162
Charge for the year	11,857
Disposals	-
At 31 March 2023	<u>30,019</u>
Net book value	
At 31 March 2023	<u>25,105</u>
At 31 March 2022	<u>25,866</u>

17. Debtors

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

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**NOTES TO THE FINANCIAL STATEMENTS
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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

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**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)	-	-

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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.

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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 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)	-	-

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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.

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**NOTES TO THE FINANCIAL STATEMENTS
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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

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
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)

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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.