
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)

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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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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)
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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)
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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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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