

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

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

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

CG Taggart Accountancy Services
Chartered Accountants and Registered Auditor
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES
AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024**

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

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

The trustees present their annual report together with the audited financial statements of The Womens TEC (Training, Enterprise & Childcare Centre) Ltd (WOMEN'STEC) for the year 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a Trustees' report and a Directors' report under charitable company law. The trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

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

Objectives and activities

a. Policies and objectives

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

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

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

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

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

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TRUSTEES' REPORT (CONTINUED)
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Objectives and activities (continued)

b. Strategies for achieving objectives

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

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

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

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

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

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

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Objectives and activities (continued)

c. Activities for achieving objectives

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

Connect 4 Women

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

Sustaining Tenancies

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

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c. Activities for achieving objectives (continued)

Sustaining Tenancies (continued)

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

Building Futures Partnership Programme

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

Promoting Opportunities Programme: #NotJustForBoys

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

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

c. Activities for achieving objectives (continued)

Promoting Opportunities Programme: #NotJustForBoys (continued)

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

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

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

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

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

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

c. Activities for achieving objectives (continued)

Promoting Opportunities Programme: #NotJustForBoys (continued)

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

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

CBenAct Cross Border Project

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

Women's Wellbeing Community Pharmacy Project

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

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TRUSTEES' REPORT (CONTINUED)
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c. Activities for achieving objectives (continued)

INCOME GENERATION ACTIVITIES

WOMEN'STEC NEWRY

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

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

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

#NotJustForBoys Champions Initiative

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

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

c. Activities for achieving objectives (continued)

#NotJustForBoys Champions Initiative (continued)

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

Sales Courses

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

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

Other key notable activities and achievements

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

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

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

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c. Activities for achieving objectives (continued)

Other key notable activities and achievements (continued)

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

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

Achievements and performance

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

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

STUDENT SURVEY

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

Motivations for engaging with WOMEN'STEC

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

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

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Achievements and performance (continued)

STUDENT SURVEY (continued)

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

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

Outcomes for participants engaged in WOMEN'STEC programmes

The top three outcomes' participants noted were:

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

Percentages of survey respondents who stated:

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

Comments from students:

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

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

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

Financial review

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

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

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

a. Going concern

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

b. Reserves Policy

The trustees' policy is to retain a level of free reserves which matches the needs of the organisation both at the current time and in the foreseeable future. The charitable company has developed a plan to establish and maintain an agreed level of free reserves of £230k to cover 3 months' salary and core running costs, a redundancy pay reserve and a reserve for final audit fees, leasing charges and other contingencies as at 31 March 2024. Whilst actual unrestricted reserves at 31 March 2024 were £356,720 (2023: £257,151), £30,000 was designated for future capital spend and £43,584 was tied up in fixed assets, leaving free reserves of £283,136 (2023: £202,066).

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

c. Principal funding

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

Structure, governance and management

a. Constitution

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

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

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

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

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

Structure, governance and management (continued)

b. Public Benefit Statement

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

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

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

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

c. Governance and methods of appointment or election of trustees

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

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

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

d. Risk management

The trustees have a risk management policy which comprises:

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

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

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

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

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

Structure, governance and management (continued)

d. Risk management (continued)

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

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

Funds held as custodian

No funds are held as custodians.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Plans for future periods

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

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

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

Statement of trustees' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

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

Disclosure of information to auditor

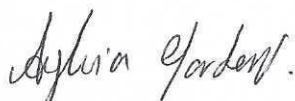
Each of the persons who is a trustee at the time when this Trustees' Report is approved has confirmed that:

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

Auditor

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

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



Sylvia Gordon

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

Opinion

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

In my opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

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

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

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

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

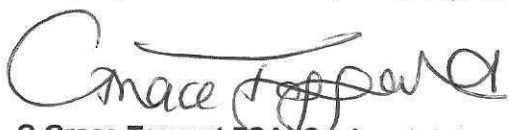
- Obtaining an understanding of the significant legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework;
- Assessing the susceptibility of the charitable company's financial statements to material misstatement, including how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

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

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

Use of my report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. My audit work has been undertaken so that I might state to the charitable company's members those matters I am required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for my audit work, for this report, or for the opinions I have formed.



C Grace Taggart FCA (Senior statutory auditor)

for and on behalf of

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

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

22 November 2024

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

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

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

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

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

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

The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)
REGISTERED NUMBER: NI034272

**BALANCE SHEET
AS AT 31 MARCH 2024**

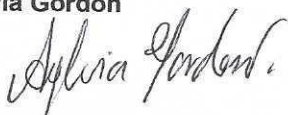
	Note	2024 £	2023 £
Fixed assets			
Tangible assets	17	43,584	25,105
Current assets			
Debtors	18	75,764	85,737
Cash at bank and in hand		550,535	341,641
		626,299	427,378
Creditors: amounts falling due within one year	19	(132,361)	(60,885)
Net current assets		493,938	366,493
Total assets less current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

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

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

The financial statements were approved and authorised for issue by the trustees on 22 November 2024 and signed on their behalf by:

Sylvia Gordon



Andrea Morrow



The notes form part of these financial statements.

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

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

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

The notes form part of these financial statements.

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

1. General information & legal status

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

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

2. Summary of Significant Accounting policies

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

2.1 Basis of preparation of financial statements

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

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), applicable charity law, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

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

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

2.2 Preparation of the accounts on a going concern basis

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

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

2.3 Fund accounting

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

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

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

(A company limited by guarantee)

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

2. Accounting policies (continued)

2.4 Income recognition policies

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

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

2.5 Expenditure recognition policies and irrecoverable VAT

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

Charitable activities:

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

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

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

All expenditure is inclusive of irrecoverable VAT.

2.6 Employee benefits

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

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

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation

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

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

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

Depreciation is provided on the following basis:

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

2.8 Impairment

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

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Any losses arising from impairment are recognised in expenditure.

2.10 Cash at bank and in hand

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

2.11 Liabilities and provisions

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

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

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

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

2. Accounting policies(continued)

2.12 Financial instruments

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

2.13 Critical accounting judgements and estimation uncertainty

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

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

There are no critical accounting estimates and assumptions.

3. Prior year adjustment

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

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

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

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

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

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

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

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

4. Income from donations and legacies

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

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

Analysis of grants:

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

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

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

5. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Grants	-	758,564	758,564
Contractual service level agreements	-	26,654	26,654
Primary purpose trading	47,225	-	47,225
Income from property	5,050	-	5,050
Total 2024	52,275	785,218	837,493

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Grants	700	382,280	382,980
Contractual service level agreements	6,000	48,406	54,406
Primary purpose trading	23,529	-	23,529
Income from property	2,978	-	2,978
Total 2023	33,207	430,686	463,893

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

5. Income from charitable activities (continued)

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

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

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

6. Income from other trading activities

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

7. Non-exchange transactions

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

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

8. Expenditure on charitable activities

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

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

8. Expenditure on charitable activities
Prior period

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

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

9. Support costs

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

10. Governance costs

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

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**NOTES TO THE FINANCIAL STATEMENTS
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11. Net income/(expenditure) for the year

This is stated after charging/(crediting):

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

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

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

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

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

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

	2024	2023
	19	19
Direct and Support		

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

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

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

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

THE WOMENS TEC (TRAINING, ENTERPRISE & CHILDCARE CENTRE)

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

13. Pension commitments

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

14. Related party transactions

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

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

15. Connected Charities and Joint Arrangements

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

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

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

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

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

16. Corporation tax

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

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

17. Tangible fixed assets

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

18. Debtors

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

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Creditors: Amounts falling due within one year

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

20. Leases

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

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

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

21. Statement of funds

Statement of funds - current year

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

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

21. Statement of funds (continued)

Statement of funds - current year

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

Unrestricted capital funds represent tangible fixed assets.

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

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

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

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

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

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

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

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

Statement of funds - prior year

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

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

21. Statement of funds (continued)

Statement of funds - prior year

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

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

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

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

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

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

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

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

Analysis of net assets between funds - prior period

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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24. Net debt reconciliation

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

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.